

The background features a stylized graphic of human figures. The upper portion shows two figures in shades of green and yellow, while the lower portion shows two figures in shades of blue and grey. The figures are composed of simple geometric shapes like circles for heads and curved, overlapping shapes for bodies.

RESOLUTIONS PACKAGE

FINANCE RESOLUTIONS COMMITTEE

2021 CEIU Convention

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Resolutions referred to the Finance Committee by other Convention Committees:

BY-LAW RESOLUTION COMMITTEE

RESOLUTION A-10

CEIU NATIONAL CONVENTION

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.

RESOLUTION A-11

CEIU NATIONAL 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.

ASSUMPTIONS, COSTING for A-10 and A-11:

These resolutions fall under the Triennial Convention budget line that is included in the Members' Expenses in section C.

No costing for this resolution is required as it is already covered by the Triennial Convention allocation which is a fixed amount.

RESOLUTION A-12 & A-13 DELEGATE STATUS NATIONAL YOUNG WORKERS COMMITTEE

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

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

ASSUMPTIONS, COSTING:

This resolution falls under the Triennial Convention budget line that is included in the Members' Expenses in section C.

The average cost for a delegate to attend the National Triennial Convention is projected at \$5,000 which is totalling an additional cost of **\$40,000** for the Triennial Convention.

This might result in an increase of the dues equal to \$0.05 per member per month, which is equal to adding 0.0009% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-14

DELEGATE STATUS NATIONAL WOMEN'S COMMITTEE

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 FURTHER RESOLVED THAT the cost for this be found within the existing budget.

ASSUMPTIONS, COSTING:

This resolution falls under the Triennial Convention budget line that is included in the Members' Expenses in section C.

The average cost for a delegate to attend the National Triennial Convention is projected at \$5,000 which is totalling an additional cost of **\$40,000** for the Triennial Convention.

This might result in an increase of the dues equal to \$0.05 per member per month, which is equal to adding 0.0009% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-17

BY-LAW 12

BE IT RESOLVED THAT the CEIU national by-laws 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 NVP's be assigned portfolios by the National President in consultation with the National Executive that reflect their strengths and capacities.

ASSUMPTIONS, COSTING:

This resolution falls under the Internal Governance budget line that is included in the Members' Expenses in section C.

Considering that we do not have any control over the coverage done by the employer, we have calculated the cost to cover the 10 NVP's on full-time leave at a minimum of the PM02 (top) level to be in line with the current by-laws. The actual cost will most likely be higher as some of the elected officials are paid at a higher rate and as such would be covered at their current rate with the employer.

The current rate for PM02 as of June 21, 2020, is \$65,887 and the PM06 is \$114,592, and we have estimated the benefits to be at 25%. The total cost to cover the salary for 10 NVP's would be a minimum of **\$825,000** and a maximum of **\$1,432,000**.

This might result in an increase of the dues between \$2.86 to \$4.97 per member per month, which is equal to adding between 0.0573% and 0.0994% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-20

BY-LAW 12, SUBSECTION 12.3— ELECTION OF THE NATIONAL EXECUTIVE AND THEIR ALTERNATES

BE IT RESOLVED THAT the 3rd paragraph of CEIU By-Law 12, subsection 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.”

ASSUMPTIONS, COSTING:

This resolution falls under the Triennial Convention budget line that is included in the Members’ Expenses in section C.

Following a request for costing this resolution for a virtual one-day meeting with 165 participants, cost for one member is estimated to be \$437.50 for the meeting for a total of \$72,187 and the fixed cost equal to \$34,000 totalling **\$106,187**.

This might result in an increase of the dues equal to \$0.12 per member per month, which is equal to adding 0.0025% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-23 & A-24 NATIONAL VICE-PRESIDENT FOR YOUNG WORKERS

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 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.

ASSUMPTIONS, COSTING:

This resolution falls under the Internal Governance budget line that is included in the Members' Expenses in section C.

Considering that the budget allocation for this line is voted as one lump sum amount and is then allocated based on a formula approved by the National Executive, we will estimate the cost of the additional NVP based on the current allocation as included in Schedule A of the budget document. The cost for the travel budget of the portfolio NVP is \$20,000 per year, and the cost for the NVP to attend the two annual National Executive meeting is estimated at \$10,000 per year for a total additional cost of **\$30,000**.

This might result in an increase of the dues equal to \$0.10 per member per month, which is equal to adding 0.0021% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-25

BY-LAW 13.1(d)—ONTARIO REGION NATIONAL VICE PRESIDENTS

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.

ASSUMPTIONS, COSTING:

This resolution falls under the Internal Governance budget line that is included in the Members' Expenses in section C.

Considering that the budget allocation for this line is voted as one lump sum amount and is then allocated based on a formula approved by the National Executive, we will estimate the cost of the additional NVP based on the current allocation as included in Schedule A of the budget document. The cost for the travel budget of the current NVP for Ontario is \$44,500 per year, and the cost for the NVP to attend the two annual National Executive meeting is estimated at \$10,000 per year for a total additional cost of **\$54,500**.

This might result in an increase of the dues equal to \$0.19 per member per month, which is equal to adding 0.0038% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-27

CEIU'S NATIONAL ADVISORY 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 first in-person meeting of each Committee.

ASSUMPTIONS, COSTING:

This resolution falls under the Training budget line that is included in the Members' Expenses in section C.

To allocate for the day of training to be provided at the first in-person meeting of each committee we estimate that amount to be **\$60,000** per budget cycle.

This might result in an increase of the dues equal to \$0.07 per member per month, which is equal to adding 0.0014% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-28

RESTORING THE CEIU ONTARIO REGIONAL UNION OFFICE IN TORONTO

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 plans 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 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.

ASSUMPTIONS, COSTING:

This resolution falls under the Rent budget line that is included in the Operating Expenses in section D.

The cost of a lease in the Greater Toronto Area is estimated at **\$132,000** at a rate of \$11,000 per month which is equivalent to the lease agreement that was paid previously in the GTA area. There is also a potential one-time cost of \$30,000 per staff that would be relocated in the process and the cost of moving the furniture to the new location. Considering that we currently have 5 employees in the Ontario RUO, that additional cost would be estimated at **\$150,000**.

This might result in an increase of the dues equal to \$0.46 per member per month, which is equal to adding 0.0092% to the dues rate if the budget allocation is already fully allocated in addition to a one-time cost of \$150,000 in the first year.

RESOLUTION A-29

BY-LAW 14—AUTHORITY AND RESPONSIBILITIES OF NATIONAL OFFICERS

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 three months of each term, 5 hours of training on privilege and intersectionality.

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

ASSUMPTIONS, COSTING:

This resolution falls under the Training budget line that is included in the Members' Expenses in section C.

The estimated cost for this training would be \$2,400 per attendee equal to \$36,000 for 15 NVP's plus a fixed cost for translation and subject matter experts of \$10,000 totalling **\$46,000**.

This might result in an increase of the dues equal to \$0.05 per member per month, which is equal to adding 0.0011% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-30

BY-LAWS 14.1 AND 14.2—PRIVILEGE AND INTERSECTIONALITY TRAINING

BE IT RESOLVED THAT the National President and National Executive Vice President have the following added to their responsibilities as described in by-laws 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.

ASSUMPTIONS, COSTING:

This resolution falls under the Salaries and Benefits budget line that is included in section C.

Considering that the National President and the National Executive Vice President are salaried employees of the Organization, we have calculated a training allocation of \$3,000 per year for each salaried employee including the two elected officials. Therefore, we do not need to add additional funds for the indicated training.

RESOLUTION A-31

TRAINING FOR NATIONAL VICE-PRESIDENTS

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.

ASSUMPTIONS, COSTING:

This resolution falls under the Training budget line that is included in the Members' Expenses in section C.

The estimated cost for this training would be \$3,200 per attendee equal to \$48,000 for 15 NVP's plus a fixed cost for translation and subject matter experts of \$20,000 totalling **\$68,000**.

This might result in an increase of the dues equal to \$0.08 per member per month, which is equal to adding 0.0016% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-32

TRAINING FOR NATIONAL EXECUTIVE

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.

ASSUMPTIONS, COSTING:

This resolution falls under the Internal Governance budget line that is included in the Members' Expenses in section C.

No costing is required as this amount is already included in the current budget exercise as it has been past practice to provide this training to the new National Executive in the first NE meeting after Convention.

RESOLUTION A-40

BY-LAWS 14.8 AND 14.10

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

ASSUMPTIONS, COSTING:

Currently the structure of the Mental Health Committee already includes the two identified NVP's in this resolution. No additional costing is required.

RESOLUTION A-45

NON-BINARY MEMBER INCLUSION

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.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committees meeting budget line that is included in the Members' Expenses in section C.

The HRRR committee meets twice per year and the cost to have one additional seat at the committee is estimated to be \$2,200 per meeting for a total of **\$4,400** and in addition to the Committee meeting we will need to have one more delegate at the Triennial Convention at a cost of **\$5,000**.

This might result in an increase of the dues equal to \$0.02 per member per month, which is equal to adding 0.0003% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-48

BY-LAW 16.1.2—MAINTAINING A REGIONAL UNION OFFICE IN ONTARIO

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

ASSUMPTIONS, COSTING:

This resolution falls under the Rent budget line that is included in the Operating Expenses in section D.

The resolution is not identifying the region in Ontario for the location of the RUO other than being outside the National Capital Region; therefore we will be using the cost of a lease in the Greater Toronto Area to estimate at **\$132,000** at a rate of \$11,000 per month which is equivalent to the lease agreement that was paid previously paid in the GTA area. There is also a potential one-time cost of \$30,000 per staff that would be relocated in the process and the cost of moving the furniture to the new location. Considering that we currently have 5 employees in the Ontario RUO, that additional cost would be estimated at **\$150,000**.

This might result in an increase of the dues equal to \$0.46 per member per month, which is equal to adding 0.0092% to the dues rate if the budget allocation is already fully allocated in addition to a one-time cost of \$150,000 in the first year.

RESOLUTION A-51

SERVICE NEEDS DELIVERY COMMITTEE AS A STANDING COMMITTEE

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)

ASSUMPTIONS, COSTING:

This resolution falls under the Ad Hoc Committees in the Meeting budget line that is included in the Operating Expenses in section D.

The cost for a one-day yearly meeting, considering the composition provided above is estimated at \$2,400 per attendee for a total of \$24,000 and fixed cost of \$5,000 for a total of **\$29,000** per year.

This might result in an increase of the dues equal to \$0.10 per member per month, which is equal to adding 0.0020% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-52

NATIONAL FRONT END/OUTREACH STANDING COMMITTEE

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 consists 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.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committees Meetings budget line that is included in the Members' Expenses in section C.

Following a request to cost for a one-and-a-half-day meeting twice per year, considering the participation of 6 members provided above is estimated at \$2,200 per attendee per meeting for a total of \$26,400 and fixed cost of \$20,000 for a total of **\$46,400** per year.

This might result in an increase of the dues equal to \$0.16 per member per month, which is equal to adding 0.0032% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-53

STANDING MENTAL HEALTH 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 RESOLVED 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.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committees Meetings budget line that is included in the Members' Expenses in section C.

Following a request to cost for a one-and-a-half-day meeting twice per year, considering the participation of 11 members is estimated at \$2,200 per attendee per meeting for a total of \$48,400 and fixed cost of \$20,000 for a total of **\$68,400** per year.

This might result in an increase of the dues equal to \$0.24 per member per month, which is equal to adding 0.0048% to the dues rate if the budget allocation is already fully allocated.

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 members 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 Quebec, 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.

ASSUMPTIONS, COSTING:

This resolution falls under the National Conferences budget line that is included in the Members' Expenses in section C.

The estimated cost for this conference would be \$2,200 per attendee equal to \$125,400 for 57 attendees plus a fixed cost for translation of \$10,000 totalling **\$135,400** per budget cycle.

This might result in an increase of the dues equal to \$0.16 per member per month, which is equal to adding 0.0031% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-55

NATIONAL IRCC CONFERENCE

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 RESOLVED 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.

ASSUMPTIONS, COSTING:

This resolution falls under the National Conferences budget line that is included in the Members' Expenses in section C.

The estimated cost for this conference would be \$2,200 per attendee equal to \$66,000 for 30 attendees plus a fixed cost for translation of \$10,000 totalling **\$76,000** per budget cycle.

This might result in an increase of the dues equal to \$0.09 per member per month, which is equal to adding 0.0018% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-56

MEETINGS OF THE NATIONAL IRCC ADVISORY COMMITTEE

BE IT RESOLVED THAT the IRCC Advisory Committee holds 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.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committee Meetings budget line that is included in the Members' Expenses in section C.

The yearly cost of this meeting would therefore double the current budget allocation which would be an additional **\$25,000** per year.

This might result in an increase of the dues equal to \$0.09 per member per month, which is equal to adding 0.0017% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-57

NATIONAL CALL CENTRES ADVISORY COMMITTEE

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 money 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.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committee Meetings budget line that is included in the Members' Expenses in section C.

The estimated cost for this committee would be \$2,200 per attendee per meeting equal to \$35,200 for 8 attendees at a minimum for two meetings per year, plus a fixed cost for translation of \$20,000 totalling \$55,200 per year less the current budget of \$42,000 which is an increase of **\$13,200** to the current budget allocation.

This might result in an increase of the dues equal to \$0.05 per member per month, which is equal to adding 0.0009% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-58

IRCC CALL CENTRE DELEGATE ON THE NATIONAL CALL CENTRES ADVISORY COMMITTEE

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

ASSUMPTIONS, COSTING:

This resolution falls under the National Committee Meetings budget line that is included in the Members' Expenses in section C.

The cost to add one member is estimated to be \$2,200 per meeting for an additional **\$4,400** per year.

This might result in an increase of the dues equal to \$0.02 per member per month, which is equal to adding 0.0003% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-59

NATIONAL CALL CENTRES ADVISORY COMMITTEE—ONE DELEGATE PER CEIU REGION

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.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committee Meetings budget line that is included in the Members' Expenses in section C.

The composition of the committee would therefore be increased to nine members and cost for one member is estimated to be \$2,200 per meeting and the fixed cost equal to \$10,000 per meeting. The total budget would be \$59,600 which is an increase of **\$17,600** to the actual budget.

This might result in an increase of the dues equal to \$0.06 per member per month, which is equal to adding 0.0012% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-61, A-62 and A-63

NATIONAL YOUNG WORKERS' COMMITTEE—MEETINGS

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.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committee Meetings budget line that is included in the Members' Expenses in section C.

The current budget allocation would need to be doubled to equal \$54,000 for an additional **\$27,000** to the actual budget.

This might result in an increase of the dues equal to \$0.09 per member per month, which is equal to adding 0.0019% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION A-67

CHILDCARE 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.

ASSUMPTIONS, COSTING:

This resolution falls under the Family Care budget line that is included in the Members' Expenses in section C.

The current budget allocation would be sufficient to capture the cost as the PSAC policy is like the current policy that we have at CEIU.

RESOLUTION A-68

CHILDCARE POLICY

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, shall be considered by CEIU.

ASSUMPTIONS, COSTING:

This resolution falls under the Family Care budget line that is included in the Members' Expenses in section C.

The current budget allocation would be sufficient to capture the cost of this resolution.

GENERAL RESOLUTION COMMITTEE

RESOLUTION C-5

STEWARDS CONFERENCE

BE IT RESOLVED THAT the CEIU National hosts a Stewards Conference, once each National Convention cycle to educate, appreciate and support CEIU stewards in the delivery of their duties.

AND BE IT FURTHER RESOLVED THAT this be funded from within the existing national budget.

AND BE IT FURTHER RESOLVED THAT this practice begin at the conclusion of this National Convention.

ASSUMPTIONS, COSTING:

Do not have sufficient information to cost this resolution.

BE IT RESOLVED THAT CEIU National establish an Ad Hoc working group to work with the HRRR committee and equity members to review and assess the structure and mandate of the existing HRRR committee and make recommendations for improvement to the National Executive in a final report;

AND BE IT FURTHER RESOLVED THAT that this committee be struck within 6 months of the conclusion of the 2021 CEIU National Convention, with a 12-month timeframe to complete the work assigned.

AND BE IT FURTHER RESOLVED THAT the membership of this committee determined by the National Executive based on recommendations from the Human Rights NVP.

ASSUMPTIONS, COSTING:

This resolution falls under the Ad Hoc committee budget line that is included in the Operating Expenses in section D.

Following a request for costing this resolution for 6 virtual one day meetings with 4 participants, cost for one member is estimated to be \$437.50 per meeting for a total of \$10,500 for one year and the fixed cost equal to \$4,000 per meeting totalling \$24,000. The total budget would be a one-time budget of **\$34,500**.

This might result in an increase of the dues equal to \$0.06 per member per month, which is equal to adding 0.0012% to the dues rate if the budget allocation is already fully allocated. This would only be affecting the dues rate for two years until the end of 2023.

RESOLUTION C-7

CEIU BARGAINING CONFERENCE

BE IT RESOLVED THAT the CEIU National President call for a National Bargaining Conference prior to the PSAC National Bargaining conference delegate and bargaining demand deadlines; and

BE IT FURTHER RESOLVED THAT the purpose of this component national conference would be for CEIU delegates at the conference to determine the ten demands the component will submit to the PSAC for collective bargaining at the PA table, and elect a top ten list of potential candidates for the bargaining team: and

BE IT FURTHER RESOLVED THAT the CEIU National President use the list of candidates to guide any political negotiations at the bargaining conference; and

BE IT FURTHER RESOLVED THAT following the close of the 2020 Convention, funding for this conference be found within the national budget as a one-time funded event: and

BE IT FURTHER RESOLVED THAT this becomes an ongoing event, included within the national budget, commencing in 2023; and

BE IT FURTHER RESOLVED THAT all CEIU by-laws, regulations, policies, and resolutions of records be amended to reflect these changes; and

BE IT FURTHER RESOLVED THAT this resolution become a CEIU national regulation.

ASSUMPTIONS, COSTING:

This resolution falls under the National Conferences budget line that is included in the Members Expenses in section C.

Following a request for costing this resolution for one and a half day meetings with 60 participants, The estimated cost for this conference would be \$2,200 per attendee equal to \$132,000 for 60 attendees plus a fixed cost for translation of \$10,000 totalling **\$142,000** per budget cycle.

This might result in an increase of the dues equal to \$0.16 per member per month, which is equal to adding 0.0033% to the dues rate if the budget allocation is already fully allocated.

RESOLUTION C-8

AUDIT OF CEIU'S OPERATIONS— POLITICAL AND ORGANIZATIONAL

BE IT RESOLVED THAT the CEIU national executive be mandated to produce an audit of CEIU operations, both political and organizational, with the goal of improving services to CEIU members; and

BE IT FURTHER RESOLVED THAT a qualified person who is familiar with CEIU operations, politics, and possess in depth experience with membership representation, who is not a sitting member of the National Executive, be hired by the National Executive to conduct this audit; and

BE IT FURTHER RESOLVED THAT the audit, its recommendations, and any actions taken by the National Executive as a result of its findings, be presented as a report to the next CEIU Triennial Convention.

ASSUMPTIONS, COSTING:

This resolution falls under the Organization and Support budget line that is included in the Members Expenses in section C.

Following a request for costing this resolution for 1 person at a PM-02 level to do the work over a one-month period. The cost for a PM-02 member at the top of the scale is \$65,887 per year which would be equal to a one-time budget of **\$5,500** for one month.

Considering that this resolution will be funded from the Organization and Support budget line, no impact on the dues will result from the resolution.

RESOLUTION C-13

CAMPAIGN RE FLEXIBLE HOURS OF WORK

BE IT RESOLVED THAT the CEIU National executive, working in consultation with the National Women’s Committee, be mandated to establish a campaign to pressure and educate the employer, and every level of management, to make flexible hours of work, alternate work schedules, or telework accessible to all out members.

BE IT FURTHER RESOLVED THAT funding be allocated to this campaign from the political action line item found within the national budget.

BE IT FURTHER RESOLVED THAT this campaign begin within six months of the conclusion of the CEIU National Convention.

ASSUMPTIONS, COSTING:

No costing is required as the funds will come from the political action provision.