

# **REPORT OF THE GENERAL RESOLUTIONS COMMITTEE**



**2021 National CEIU  
Convention August 15-20,  
2021**

# **REPORT OF THE GENERAL RESOLUTIONS COMMITTEE TO THE 2021 NATIONAL CEIU CONVENTION**

CEIU National President, Eddy Bourque, appointed CEIU National Vice Presidents Lyne Cartier and Debbie Morris as the co-chairs of the CEIU's General Resolutions Committee for the 2021 National CEIU Convention. The members of the General Resolutions Committee are listed below.

Any decision or recommendation made by the General Resolutions Committee is subject to ratification by the delegates to the 2021 National CEIU Convention.

## **Co-chairs**

Lyne Cartier - Quebec National Vice President,  
Debbie Morris - Newfoundland/Nova Scotia National Vice President

## **Members**

Kelly Blackwood, NL & NS – Absent  
Michelle Labobe, NB & PEI  
Lorraine Boyce, Quebec  
Claude Mayer, NCR  
Jay Raikundalia, Ontario – Absent  
Tara Robinson, MB & SK  
AB, NWT/AB, Brenda Spenard  
Sargy Chima, BC/YT

## **Other**

Crystal Warner, Technical Advisor to the Committee  
Gina Corbiere, Administrative Assistant to the Committee

The Committee met by videoconference on May 19<sup>th</sup> and 20<sup>th</sup>, 2021 and debated 17 resolutions which included 2 resolutions that were referred by the By-Laws Resolutions Committee, which include, A-49; A-50 which have become composite Resolution C-16A.

The Committee established its priorities as follows:

- RES C-1: Dedicated Paid Sick Leave for Domestic Violence Survivors
- RES C-15: Membership in Good Standing – PSAC Constitution, Section 4, Sub-Section (2) (e), (g) and (h)
- RES C-7: CEIU Bargaining Conference
- RES C-12: Talent Management
- RES C-3: Mentorship Program for Union activists and Leadership
- RES C-8: Audit of Operations
- RES C-6: Human Rights Race Relations Committee Ad-Hoc Review Working Group
- RES C-16A: CEIU Regulation 22

### **RESOLUTION C-1**

The Committee recommends **concurrence** of Resolution C-1 which reads:

- TITLE: Dedicated Paid Sick Leave for Domestic Violence Survivors
- ORIGINATOR: 2017 CEIU National Women’s Conference
- LANGUAGE: E

**WHEREAS** CEIU recognizes we can all help keep members safer by recognizing and responding to domestic violence in our workplaces; and

**WHEREAS** employers should collaborate with unions and health and safety committees to develop policies and safety procedures for the worksite; and

**WHEREAS** perhaps the most important thing that we can do for our members is to build awareness and create better training – for all workers and employers, leaders and representatives regarding domestic violence.

**BE IT RESOLVED THAT** CEIU national pressure the employer to develop a collaborative process for the purpose of developing a training program to assist workplaces in providing support to employees who have been affected by domestic violence; and

**BE IT FURTHER RESOLVED** that CEIU national pressure the employer to facilitate flexible work arrangements, including worksite relocations, and/or any leave required to assist the affected employee(s); and

**BE IT FURTHER RESOLVED** that CEIU national pressure the employer to implement a confidential process to be followed to ensure the safety of all those involved and to ensure that the employee is protected against adverse action or discrimination in the workplace.

**Rationale:** There were recent gains made with Article 54, Domestic Violence leave however the committee recognizes that we must continue to exert pressure on the employer regarding this issue to ensure the safety of our members.

### **RESOLUTION C-15**

The Committee recommends **concurrence** of Resolution C-15 which reads:

Title: Membership in Good Standing – PSAC Constitution, Section 4, Sub-Section (2) (e), (g) and (h)  
Originator: National Women’s Committee  
Language: E

**WHEREAS** non dues paying PSAC members who do not have alternative paid employment and who are temporary away on leave without pay for reasons including maternity leave, parental leave, adoption leave, leave for care of family members or leave for family responsibilities greater than two (2) years, are not considered to be members in good standing by the Public Service Alliance of Canada; and

**WHEREAS** in order to remain a member in good standing, a member as defined in Section 4, sub-sections (2) (e), (g) and (h) must advise the PSAC National President, in writing, of their desire to remain a member in good standing; and

**WHEREAS** women are more likely to be impacted as they are more likely to take parental leave, maternity leave, adoption leave, leave for care of family members or leave for family responsibilities greater than two (2) years; and

**WHEREAS** the process to remain a member in good standing is an intrusion and a violation of privacy; and

**WHEREAS** presently part of Section 4, sub-section (2) (h) of the PSAC Constitution reads: Members under Sub-Section (2) (h) may have their membership extended for a maximum of thirty (30) months.

**BE IT RESOLVED** that the PSAC change the above-mentioned line to read: Members under Sub-Section (2) (h) will be automatically extended to members on leave for a maximum of thirty (30) months; and

**BE IT FURTHER RESOLVED** that the process for relinquishing membership in good standing, without relinquishing the right to representation be fully explained and accessible on the PSAC website for those members who choose not to continue their membership in good standing;

**BE IT FURTHER RESOLVED** that PSAC Regulation 5, point B, be changed to read: A member as defined in Section 4, Sub-Section (2) (e), (g) and (h) has all rights and privileges of membership in the PSAC and they shall be eligible for elected office within the PSAC and can attend any PSAC Convention or Conference.

**BE IT FURTHER RESOLVED** that prior to the above resolution being passed by the PSAC Convention or if it fails to pass, the CEIU National Executive, if requested by PSAC to provide input on a member as defined in Section 4, Sub-Section (2) (e), (g), and (h) maintaining their good standing, will automatically support the member's request to maintain their membership.

\*The last be it further resolved has been deemed out of order by CEIU National President Eddy Bourque.

**Rationale:**

Revoking the status of being a member in good standing for reasons including maternity leave, parental leave or care of family is a discriminatory practice. Bearing children shouldn't prevent women from taking part in their elected roles. Caring for family or taking parental leave shouldn't prevent anyone from taking part in their elected roles.

## **RESOLUTION C-7**

The Committee recommends **concurrence** of Resolution C-7 which reads:

Title: CEIU Bargaining Conference  
Originator: BC/YT Presidents' Conference  
Language: E

**WHEREAS** the process used by the PSAC, both technically and politically, to determine the bargaining team has been unsettling to generations of CEIU members; and

**WHEREAS** there is a desire from CEIU members for a more transparent process in determining the CEIU members nominated to the bargaining team; and

**WHEREAS** there is a desire from CEIU members to participate in the final selection of the ten demands that our component is able to send to the PSAC for the PA Bargaining table; and

**WHEREAS** there is an acknowledgement that politics at the highest level of the PSAC elected leadership are a long-standing reality at bargaining conferences; therefore

**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 2021 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 bylaws, 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.

**Rationale:** There is a desire amongst our membership to have the opportunity to develop and prioritize the bargaining demands that are submitted to PSAC by our component. The Committee recommends that the selection of the 10 candidates to the bargaining conference should be made with an equity lens to ensure representation from all equity groups. The Committee agreed to refer this to the Finance Committee. See assumptions in Appendix "A".

### **RESOLUTION C-12**

The Committee recommends **concurrence** of Resolution C-12 which reads:

Title: Talent Management  
Originator: Ontario Presidents Council  
LANGUAGE: E

**WHEREAS** the employer uses talent management to fill temporary and indeterminate positions;

**WHEREAS** it is not transparent and open to all members;

**WHEREAS** our active members fear any changes of employment opportunities could or would be at a disadvantage.

**BE IT RESOLVED THAT CEIU** lobby the employer at National level that employment opportunities be offered to all inclusive members through staffing processes.

**Rationale:** Current hiring practices are inconsistent and lack transparency. The use of Talent Management for hiring disproportionately impacts equity

seeking members. There must be continued pressure on the employer to ensure inclusivity and transparency in staffing processes.

### **RESOLUTION C-3**

The Committee recommends **concurrence** of Resolution C-3 which reads:

TITLE: Mentorship Program for Union activists and Leadership

ORIGINATOR: National Executive

LANGUAGE: E

**WHEREAS** the future of this Union depends on great leaders and great activists; and

**WHEREAS** a mentoring program would contribute to the development of hands-on guidance for future activists and leaders within our Union; and

**WHEREAS** a mentoring program would provide the knowledge, skills and personal support to facilitate the success of future activists and/or leaders;

**BE IT RESOLVED** that CEIU create a Mentorship Program for union activists and union leaders in order to ensure a future for our Union; and

**BE IT FURTHER RESOLVED** that the Mentorship Program provide an ongoing opportunity for young activists to develop leadership skills; and

**BE IT FURTHER RESOLVED** that the Mentorship Program open opportunities for members from equity seeking groups.

**Rationale:** A mentorship program is a long-established desire of the membership. This resolution is inclusive of all groups and will be a great support for new activists. Training is beneficial but working along with someone as a mentor has an added value. This will strengthen our Union and help close the gap between involvement and engagement.

### **RESOLUTION C-8**

The Committee recommends **concurrence** of Resolution C-8 which reads:

Title: Audit of Operations  
Originator: Local 20947  
Language: E

**WHEREAS** there have been many changes in both the political and organizational structures within CEIU over the past six years; and

**WHEREAS** it is a responsible measure, from time to time, to audit the union's operations and effectiveness, on both the political and organizational structures; therefore

**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.

**Rationale:** CEIU being post-trusteeship, the committee feels this review of operations is necessary and required. It is a responsible way to ensure proper operations and transparency. The Committee agreed to refer this to the Finance Committee. See assumptions in Appendix "A".

### **RESOLUTION C-6**

The Committee recommends **concurrence** of Resolution C-6 which reads:

Title: Human Rights Race Relations Committee Ad-Hoc  
Review Working Group  
Originator: Ontario Regional Council  
Language: E

**WHEREAS** the existing Human Rights Race Relations committee represents

four equity groups

- First Nations/Métis/Inuit
- Members with Disabilities
- LGBTQ2+ lesbian, gay, bisexual, queer, transgender and transsexual communities.
- Racially Visible

and

**WHEREAS** the committee is comprised of two members from each group based on outdated and invalid gender assignments;

and

**WHEREAS** despite meeting the mandate of the committee, there are members who are unaware of the committee work or do not feel represented or included in the scope of the committee

**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 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.

**Rationale:** The committee feels that it would be important to establish a working group in order to update the current assignments and for the purpose of raising awareness of the important work being done by the HRRR committee. The Committee agreed to refer this to the Finance Committee. See assumptions in Appendix “A”.

### **COMPOSITE RESOLUTION C-16A**

The Committee recommends **concurrence** of Composite Resolution C-16A, (which includes resolutions C-16 and C-17) which were identical but were received from two different submitting bodies:

TITLE: CEIU Regulation 22

ORIGINATOR: National Young Workers Committee / 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 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

**Rationale:** Young workers make up a significant portion of our membership and should be represented in our union leadership. Encouraging locals to add Young Worker representatives will increase engagement and ensure the continuation of our union.

## **Non-Concurrence Resolutions:**

### **RESOLUTION C-2**

The committee recommends **non-concurrence** of Resolution C-2 which reads:

TITLE: Employment Equity in the Workplace  
AUTHOR: 2017 Ontario Region Presidents' Conference  
LANGUAGE: E

**WHEREAS** CEIU has no information regarding the employment status of CEIU equity group members; and

**WHEREAS** this lack of information impairs CEIU's ability to address the issues of its equity group members.

**BE IT RESOLVED** that the CEIU National Executive will commission a study by an accredited academic body to survey a representative random sample of its membership relating to their equity group status, their employment position, and their issues in the workplace; and

**BE IT FURTHER RESOLVED** that the CEIU National Executive, in conjunction with the Human Rights and Racially Visible Representative (HRRR), produce a report concerning the efforts CEIU is making and will make to further employment equity in the workplace.

**Rationale:** CEIU is to hire an Employment Equity and Human Rights Officer prior to convention. Part of their role is to do a survey of staff and membership and produce a report regarding equity matters. The mandate also includes an assessment of the work CEIU is doing to further employment equity in the workplace. In light of this fact, the committee felt that this resolution was redundant. The committee also had concerns with the wording "random sample" as opposed to targeted samples to ensure we are surveying people in all equity groups.

## **RESOLUTION C-4**

The Committee recommends **non-concurrence** of Resolution C-4 which reads:

TITLE: CEIU Specific Duty to Accommodate Training for Stewards and Executives  
ORIGINATOR: 2019 HRRR Conference  
LANGUAGE: E

**WHEREAS** local union representatives are seeing an increased number of duty to accommodate support requests from members; and

**WHEREAS** invisible and episodic disabilities, including mental illnesses are being addressed inappropriately or not at all; and

**WHEREAS** the process of accommodation can be complicated, unique and unnecessarily lengthy; and

**WHEREAS** local representatives need to be fully equipped to help members navigate the DTA process in order to determine if the employer is accommodating in good faith and up to the point of 'undue hardship'.

**BE IT RESOLVED** that CEIU develop a course specific to our departments and work environment in order to prepare local executives and stewards in supporting members who may need accommodations as defined under legislation; and

**BE IT FURTHER RESOLVED** that this training break down the step by step Duty to Accommodate process as well as provide familiarity with employer resources so that local representatives recognize when the employer is not properly following their own policies, our CA and human rights legislation.

**Rationale:** A Duty to Accommodate training package already exists at CEIU and is available to be delivered in the regions. This training was updated earlier in 2021.

## **RESOLUTION C-5**

The Committee recommends **non-concurrence** of Resolution C-5 which reads:

Title: Stewards Conference  
Originator: Ontario Regional Council  
Language: E

**WHEREAS** a Steward is responsible for building a strong Union in the workplace and making sure the employer abides by the terms of the Collective Agreement; and

**WHEREAS** Stewards hold multiple roles in the Union, such as organizer, negotiator, counselor, and record keeper; and

**WHEREAS** Stewards are often overworked, under prepared, not compensated and under appreciated;

**WHEREAS** in some regions, it is becoming very difficult to sustain or grow the Union Steward populations;

**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.

**Rationale:** The committee felt that the purpose of the proposed conference is unclear beyond for the purpose of providing training. This type of training already exists in the regions therefore there is no reason to hold a conference for the sole purpose of providing training.

## **RESOLUTION C-9**

Resolution C-9 was ruled **out of order** by the National President Eddy Bourque following the meeting of the Resolutions Committee.

Title: Increased Union Leave Time for Local Officers  
Originator: Local 10426  
Language: F

**WHEREAS** the number of members in our department and in the public service in general is increasing every year;

**WHEREAS** the work of the local officers requires more and more time and is not limited to grievance meetings and/or meetings with local management and management;

**WHEREAS** for a local to be able to recruit and retain officers, time must be granted to them to be able to perform the majority of the tasks related to their position;

**WHEREAS** currently the collective agreement allows union leave time only for grievance and complaint meetings, meetings with local management, meetings with management, collective agreement negotiations and union training;

**BE IT RESOLVED THAT THE PSAC** will sit down with the Treasury Board and negotiate a return to union leave time that is based on the number of active members in a local, so that additional leave time is granted to meet the needs of the officers.

**Rationale:** Ruled out of order as it is a bargaining demand.

### **RESOLUTION C-10**

The Committee recommends **non-concurrence** of Resolution C-10 which reads:

Title: Access to immigration documents  
Originator: Local 10426  
Language: F

**WHEREAS** our current prime minister claims that Canada is open to and inclusive of other cultures;

**WHEREAS** the number of newcomers is constantly increasing;

**WHEREAS** a permanent resident who wishes to obtain Canadian citizenship must complete many official documents from the IRCC;

**WHEREAS** access to these documents is an obstacle because not only does it require software that only a tiny minority of Canadians owns, but the Internet links always lead back to square one;

**BE IT RESOLVED** THAT THE PSAC recommends that the IRCC facilitate access to the documents for anyone who wishes to become a Canadian citizen, either by changing the software required to electronically open these documents or by allowing the documents to be sent by mail to people who request them.

**Rationale:** Resuming the practice of mailing applications to clients, would create further obstacles as any change in Policy or Legislation would require the destruction of all applications already printed and updated to be sent to all recipients of the application. This could have a significant impact on our members jobs. Access to applications is available online. The committee also felt there could be some privacy concerns for individuals.

### **RESOLUTION C-11**

The Committee recommends **non-concurrence** of Resolution C-11 which reads:

Title: CEIU Regional Young Worker Committees  
Originator: CEIU National Young Workers Committee  
Language: E

**WHEREAS** Millennials made up the largest segment of eligible voters in Canada effective 2019.

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

**BE IT RESOLVED** that every CEIU region be mandated to create at least one Young Workers Committee who will report to the regional National Vice President and work in solidarity with the National Young Workers Committee.

**BE IT FURTHER RESOLVED** that this comes into effect immediately following the 2021 convention; and

**BE IT FURTHER RESOLVED** that the money be found within the existing regional budgets.

**Rationale:** The committee agrees that Young Workers need to be represented at all levels of the union, however CEIU National cannot mandate how regions utilize their budgets.

### **RESOLUTION C-13**

The Committee recommends **non-concurrence** of Resolution C-13 which reads:

Title: Campaign re Flexible Hours of Work  
Originator: National Women's Committee  
Language: E

**WHEREAS** the federal government has a made a commitment to support work-life balance and mental health in the workplace; and

**WHEREAS** women are often the primary caregivers for their family members and would benefit from flexibility in their work schedules; and

**WHEREAS** technology has made telework accessible, secure, and cost-effective; and

**WHEREAS** flexible working arrangements have been identified as a priority for our members; and

**WHEREAS** policies and guidelines for flexible work arrangements and telework are not consistently applied by the employer;

**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.

**Rationale:** Although the committee agreed that more needs to be done to support work-life balance and to promote flexible work arrangements, it was determined that these campaigns would be more effective if they were targeted regionally. The political action line item is available and can be accessed by committees to establish campaigns of this nature.

## **RESOLUTION C-14**

The Committee recommends **non-concurrence** of Resolution C-14 which reads:

Title: Allyship Training Monies  
Originator: National Women's Committee  
Language: E

**WHEREAS** to promote the full participation of marginalized members in the union, it is necessary to train members on how to be effective allies;

**WHEREAS** allyship is an on-going process of education and relationship-building;

**WHEREAS** effective allyship requires a commitment to developing the necessary skills to support marginalized members;

**BE IT RESOLVED** that 5% of the national training budget be allocated to training on being an ally to women members, LGBTQ2+ members, members with disabilities, racialized and indigenous members;

**Rationale:** The committee recognizes that this is an extremely important topic. PSAC currently has in place the tools, resources, and ability to provide this training to our members. It is unnecessary to allocate these monies from the National Budget as they can be accessed as requested without having them limited to a specific amount or for a specific purpose.

## APPENDIX “A”

### FINANCIAL ASSUMPTIONS

#### RESOLUTION C-6 HRRR COMMITTEE AD HOC REVIEW COMMITTEE

**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 bylaws, 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.