

CANADA EMPLOYMENT AND IMMIGRATION UNION

ONTARIO REGION

***RESOLUTIONS
OF RECORD***

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MEETINGS – GENERAL

MEETING EXPENSES

(2005)

Be it resolved that, at all Canada Employment and Immigration Union Ontario events, the organizers be empowered to provide non-alcoholic beverages during breaks, at their discretion, within their budget line item

LOCATION OF MEETINGS - TYPE OF FACILITY

(1986)

Be it resolved that Canada Employment and Immigration Union Ontario

- (a) Use unionized hotels where possible;
- (b) Reimburse at single room rate;
- (c) National Vice-Presidents can use co-operatives, educational institutions at their discretion.

LOCATION OF MEETINGS

(1997)

Be it resolved that all future conference locations will be determined by evaluating the cost of various locations in any one District and that the selection be made on the basis of the best value for the costs involved.

FINANCE

COLLECTIVE BARGAINING COMMITTEE

(2004)

The Collective Bargaining Committee line item in the budget be set up as a provisional account with funds being allocated each and every year commencing the year 2005.

ASSOCIATION OF PUBLIC SERVICE ALLIANCE RETIREES

(2002)

Canada Employment and Immigration Union Ontario contribute annually, \$1000.00 to the Association of Public Service Alliance Retirees.

TRAINING PROVISIONAL ACCOUNT FOR THE NORTHERN DISTRICT

(2002)

Be it resolved that a Provisional account be set up for training dollars for the North. And that these training dollars be made available for training of all Northern Local Executive members to educate them by way of a formal training session on effectively running the Local and the role and responsibilities of all Executive members.

And that this training be made available to all Northern Local Executive Members' in locations outside the North should this/these Locations/(s) are found to be most economic.

(2009)

Be it resolved that the Northern Local Executive Training Funds be accessible every year from the first year accessed in order to coincide with the elections process in the northern Locals.

ALLOCATION FOR HUMAN RIGHTS AND RACE RELATIONS CONFERENCE

(2011)

Be it resolved that CEIU Ontario ensures that \$60,000 be allocated within the future budgets for the next HR/RR conference to be held in 2014;

Be it further resolved that funding be allocated to ensure that the CEIU Ontario HR/RR conference be held every three years thereafter.

CLC WOMEN'S SUMMER SCHOOL

(2017)

Be it resolved that CEIU Ontario create a \$1000 scholarship for one CEIU Ontario woman to attend the CLC Women's Summer School; and

Be it further resolved that the ORC, the Chair of the Regional Women's Committee and the NVP for Women's Issues, Western Region select the woman through an application process annually; and

Be it further resolved that the monies for the scholarship for the woman to attend the CLC Women's Summer School come from the Ontario Region Training Budget; and

Be it further resolved that this take effect January 1, 2018.

CLC WOMEN'S SUMMER SCHOOL – INCREASE OF SCHOLARSHIP AMOUNT

(2018)

Be it resolved that CEIU Ontario increase the \$1,000 CLC Women's Summer School Scholarship to \$2,000; and

Be it further resolved that the entire \$2,000 scholarship for the CLC Women's Summer School be found in the existing budget; and

Be it further resolved that this take effect January 1, 2019.

CLC WOMEN'S SUMMER SCHOOL – ADDITIONAL SCHOLARSHIP

(2018)

Be it resolved that CEIU Ontario create an additional CLC Women's Summer School Scholarship in the amount of \$2,000; and

Be it further resolved that to be eligible for this additional Women's Scholarship, a member must identify as a woman and be from an equity seeking group (as defined by CEIU National By-Laws); and

Be it further resolved that the entire \$2,000 scholarship for the CLC Women's Summer School be found from within the existing budget; and

Be it further resolved that the candidate selection be determined by the regional NVPs for Ontario and the Women's Representative for Ontario in collaboration with the Ontario Regional Women's Committee; and

Be it further resolved that this take effect as of January 1, 2019.

FUNDING TO LGBTQ2+ COMMITTEE FOR "PRIDE KIT" FOR LOCALS

(2018)

Be it resolved that CEIU Ontario Regional Council, beginning in the 2019 fiscal year provide ongoing annual funding of \$2500.00 to the LGBTQ2+ Committee for the development of a "Pride Event Kit" containing awareness and promotional Pride resources for distribution to the Locals to be used in engagement exercises designed to increase LGBTQ2+ visibility and understanding; and

Be it further resolved that this funding be found within the existing budget.

ALLOCATION FOR INDIGENOUS LANGUAGE TRAINING PACKAGES

(2018)

Be it resolved that the First Nations, Metis, Inuit Committee be allocated \$5,000 from the 2019 CEIU Ontario budget line item to purchase Indigenous language training packages and materials to be distributed and made available during the 2019 Indigenous Awareness Week.

FUNDING FOR ASIAN HERITAGE MONTH ANTI-RACISM CAMPAIGN

(2018)

Be it resolved that CEIU Ontario provide funding of \$7,500 from the existing budget to finance the campaign; and

Be it further resolved that this event be held in May 2019 to coincide with Asian Heritage Month.

FINANCIAL PROCEDURES

CONTINGENCY FUND

(2005)

Set up a contingency fund with six months operating expenses due to ongoing restructuring the various government departments.

REIMBURSEMENT - LOST WAGES

(1996)

Be it resolved, that all members be paid at their appropriate rate of pay when conducting union business.

FISCAL YEAR

(1997)

Be it resolved that the Ontario Region's fiscal year be January 1st to December 31st and;

1. The provisional accounts should be set up and held separately. The General Ledger should transfer funds "owed" to these trust accounts immediately as per the reconciliation included in the auditor's package.
2. The Roy Page scholarship fund should pay for the scholarships and be managed separately from the operation of the Finance Committee.

3. The rebate money from Locals should be in a provisional account within the books and managed separately from the operation of the Region.
4. All accounts and balances should be harmonized as of June 30, 1997 and be maintained on a quarterly basis after that. Adjustments to provisional accounts should be made quarterly, and reconciliation should be kept up to date.
5. The outgoing Officer responsible for the organization's bank accounts and funds, is to prepare an appropriate reconciliation of the funds for each bank account. This reconciliation is to include details of transactions for the interim period between the audit year end, and balances, at the actual date of transfer to the new Treasurer. This document should be approved by Ontario Council, prior to the transfer to the new Treasurer.
6. That the Ontario Region review at least monthly, the calculations by National, to see if they are accurate, and if possible, compare same level of risk as a savings account (i.e., term deposits or guaranteed investment certificates, etc.)

RECORD RETENTION

(1997)

All records should be kept at the regional union office including an electronic copy of the general ledger and bank reconciliations.

INVESTMENT OF FUNDS

(1997) (revised 2015)

The organization should keep excess operating and trust funds in a vehicle other than a savings account and that such vehicle shall have the same level of risk as savings accounts (e.g. term deposits or guaranteed investment certificates, etc.)

BOOKKEEPING ACCOUNTING SYSTEM

(2012)

Be it resolved that Ontario Council will provide a bookkeeper to maintain the accounts and will include all the funds in the budget approved by the Ontario Representatives Conference

REBATES TO LOCALS

(2004)

Be it resolved that rebates to locals of surplus funds be issued, no later than, March 31 of the following year.

Be it further resolved that the going interest be paid to locals on the Surplus rebates, which have become due and not paid after March 31 of the following year.

SURPLUS FUNDS

(1996)

These surplus funds (from Canada Employment and Immigration Union Ontario) be returned to the locals specifically for the Strike Funds.

REBATES OF DUES TO MEMBERS IN UNPAID SURPLUS STATUS

(1995)

Be it resolved that Canada Employment and Immigration Union reimburse one (1) year's Canada Employment and Immigration Union Ontario's dues, to any member in unpaid surplus status for more than three (3) months.

Be it further resolved, that Canada Employment and Immigration Union Ontario urge its' Locals and the Alliance to similarly reimburse their portion of such members' dues.

LOCALS IN ARREARS

(2004)

When locals are 2 years behind in their financial statements, the responsible National Vice-President and Departmental Representative will provide assistance.

CONFERENCE LINE ITEM

(1998) (revised 2015)

Be it resolved that the funds remaining in the conference line items be maintained and carried over to the next budget to ensure there are sufficient funds to hold the next conference.

HOLDING LINE ON BUDGETS

(1989)

Be it resolved that Canada Employment and Immigration Union Ontario Region hold the line on their budget and look for ways of cutting costs while retaining all basic services.

DISTRIBUTION OF QUARTERLY FINANCE REPORT

(1986)

Ontario National Vice President's shall issue a financial report showing expenditures by line-item every three (3) months.

PROVISION OF FUNDS FOR EMERGENCIES

(1987)

Starting with the next Ontario Region Canada Employment and Immigration Union budget, a provision be made to allocate fifteen (15) % of the budget for emergencies to deal with Management.

REPORTING BACK TO CONFERENCE FLOOR AFTER REFERRAL OF A RESOLUTION

(2009)

Be it resolved that all reports back from the Finance Committee be in writing.

ONTARIO COUNCIL MEMBERS

RESPONSIBILITY FOR SUBMITTING AGENDA ITEMS

(1989) (revised 2015)

Be it resolved that each Council member is responsible for getting his/her agenda items to the Chair.

RESPONSIBILITY FOR CONTRACT NEGOTIATION CHECKLIST

(2009)

Be it resolved that a protocol or guideline or checklist be developed to be consistent and to help the National Vice-Presidents and District Representatives and Committee Co-chairperson in their negotiations;

Be it further resolved that this contract checklist be tasked to Ontario Council to develop by March 31, 2010.

DISTRICT & DEPARTMENTAL REPRESENTATIVES

IMMIGRATION & REFUGEE BOARD/CITIZENSHIP & IMMIGRATION CANADA DEPARTMENTAL REPRESENTATIVE

(2007)

Be it resolved that Citizenship and Immigration Canada/Immigration and Refugee Board Departmental Representatives be paid for and stay within the line items for the Citizenship and immigration Canada/Immigration and Refugee Board Steering Committees and Conference

Be it further resolved that the Citizenship and Immigration Canada and Immigration and Refugee Board Departmental Representatives be fully funded to attend the Citizenship and Immigration Canada/Immigration refugee Board Conference and to conduct Steering Committee work;

Be it further resolved that the structure of the Citizenship and Immigration Canada/Immigration and Refugee Board Steering Committee be comprised of the Citizenship and immigration Canada Department Representative, Immigration and Refugee Board Departmental Representative and three (3) Citizenship and Immigration Canada and one (1) Immigration and Refugee Board members.

NEGOTIATION OF CONTRACT FOR EVENTS

(2009) (revised 2015)

Be it resolved that the National Vice-President responsible for the portfolio will negotiate the contract for the event and have signing authority.

Each District Representative will be responsible to negotiate their contract for their District Conference and once negotiated, forward to the National Vice-President of Finance for signature.

COMMITTEES

ENTITLEMENT TO REPRESENTATION AT CONFERENCES

(1995)

Be it resolved that each Committee is entitled to only one (1) representative, who may attend, the Annual Representatives' Conference or any other Conference/Convention related to that Committee's mandate.

HOLDING CONSECUTIVE TERMS OF OFFICE FOR FIRST NATIONS/METIS/INUIT COMMITTEE

(2012)

The First Nations/Metis/Inuit Committee can hold more than three consecutive terms to maintain the mandated six (6) members on the committee.

ADJUSTMENT COMMITTEE

(1997)

Be it resolved that Canada Employment and Immigration Union Ontario Adjustment Committee no longer be a standing committee.

Be it further resolved, should the Workforce Adjustment Directive be changed and there are to be further cuts, there will be an ad hoc committee set up on such an announcement.

Be it further resolved, at a time when devolution may become an issue in Ontario, then an ad hoc committee be established immediately to deal with this issue.

ONTARIO COUNCIL COMMITTEES

SUB COMMITTEES

(2005)

Set up three sub committees of Ontario Council. By-Laws, Structure and Orientation, and Finance.

(2010)

Be it resolved that the Ontario Council provide guidelines for the (3) three committees of By-laws, Structure and Orientation and Finance.

BY-LAWS COMMITTEE

(2011) (revised 2015)

Be it resolved that the Canada Employment and Immigration Union Ontario Council By-laws Committee meet no later than February of each year to update the previous year's By-laws, Policies, Regulations and Resolutions of Record.

And be it further resolved that the updated records be distributed to Canada Employment and Immigration Union Ontario Region elected officials within three weeks of the above referenced By-laws Committee meeting.

COLLECTIVE BARGAINING COMMITTEE AND CONFERENCE

COLLECTIVE BARGAINING CONFERENCE

(2000)

Be it resolved that Canada Employment and Immigration Union Ontario plan an Ontario Regional Collective Bargaining Conference at the beginning of each round of collective bargaining and also, that if there is a long impasse at the bargaining table of more than six (6) months, there will be another Collective Bargaining Conference per fiscal year.

CREATION OF A COLLECTIVE BARGAINING COMMITTEE

(1986)

Be it resolved that Canada Employment and Immigration Union will create a Standing Collective Bargaining Committee to review all bargaining procedures and prepare and submit demands.

AD-HOC COMMITTEE

IMMIGRATION REFUGEE BOARD/CITIZENSHIP IMMIGRATION STEERING COMMITTEE

Mandate: (2007)

Work with Locals to determine priority issues and common goals.

Introduce new strategies in dealing with management.

Hold meetings a minimum of two times a year.

Be responsible for planning, organizing and scheduling Immigration Refugee Board/Citizenship and Immigration Canada Conferences.

Composition of the Steering Committee: (2007)

Total of six members in good standing as follows;

1 Immigration and Refugee Board Departmental Representative

1 Citizenship and Immigration Canada Departmental Representative

1 Member at large for the Immigration and Refugee Board

3 Members at large from Citizenship and Immigration Canada

2 alternates to be elected for a two-year term

Elections (2007)

Term of office shall be for a two-year period and elections will be conducted in the year the term of office is up.

Be it resolved that the Citizenship and Immigration Canada and Immigration and Refugee Board Reps be paid for and stay within the line items for the CIC/IRB Steering Committees and Conference;

Be it further resolved that the CIC and IRB Departmental reps be fully funded to attend the CIC/IRB Conference and conduct Steering Committee work;

Be it further resolved that the structure of the CIC/IRB Steering Committee be composed of the CIC Departmental Reps, IRB Departmental Reps and 3 CIC and 1 IRB members.

DISSOLVEMENT AND RENAMING OF IMMIGRATION REFUGEE BOARD / CITIZENSHIP AND IMMIGRATION CANADA STANDING COMMITTEE

(1997)

Be it resolved that the Citizenship and Immigration Canada and Immigration Refugee Board Conference select a Steering Committee to undertake projects

determined by the Conference with the Steering Committee membership determined by the Conference.

Be it further resolved that the Citizenship and Immigration Canada and Immigration Refugee Board Conference be held every six (6) months and the line item for the Conference and Standing Committee, be combined into one.

(Revised 2015)

Be it further resolved that the Citizenship and Immigration Canada and Immigration Refugee Board Standing committee be dissolved.

ROLE OF CITIZENSHIP AND IMMIGRATION CANADA / IMMIGRATION REFUGEE BOARD CONFERENCE

(1997)

Be it resolved that the Canada Employment and Immigration Union Ontario Immigration / Immigration Refugee Board Conference recommend to the National Vice-President for Immigration, the name for the Ontario Immigration Representative to the National Immigration Advisory Committee.

Be it resolved that the Canada Employment and Immigration Union Ontario Immigration / Immigration Refugee Board Conference recommend to the National Immigration and Refugee Board Coordinator, the name of an Immigration Refugee Board member from Ontario, to sit as an Immigration Refugee Board Representative to the National Immigration Advisory Committee.

IMMIGRATION REFUGEE BOARD / CITIZENSHIP AND IMMIGRATION CANADA CONFERENCE

(2007)

All Ontario Canada Employment Immigration Union members in good standing who work for Immigration Refugee Board/Citizenship and Immigration Canada may attend as fully-funded delegates as per the delegate criteria.

Criteria for selection to be determined by the Immigration and Refugee Board/Citizenship and Immigration Canada Steering Committee.

Each Immigration Refugee Board/Citizenship and Immigration Canada Steering Committee member may attend the above-noted conference as a fully-funded delegate. The Ontario Canada Employment Immigration Union National Vice President holding that portfolio may attend as a delegate at their own expense.

All Ontario Canada Employment Immigration Union members in good standing may attend as an observer, with voice but no vote, at their own expense.

COMMUNICATIONS

MAILINGS – REQUIREMENT FOR NVP APPROVAL

(1997) (revised 2015)

Be it resolved that any literature going out in the mid-month mail out on behalf of a Committee or function, must be approved by the National Vice-President responsible.

MAILOUTS – INCLUSION AND COSTS

(1994)

Be it resolved that there is an agreement with the Regional Union Office as to what is to be included in mail outs. Any additional mail outs require the approval of the Finance Committee. The costs of such mail outs will be the responsibility of the Committee or Council member. All items to be mailed must be ready to photocopy.

ACRONYMS

(2003)

Acronyms will no longer be used in the Bylaws, Policies and Regulations.

FONT SIZE TO BE USED FOR ALL COMMUNICATIONS

(2010)

Be it resolved that any documents in Ontario Canada Employment and Immigration Union be in a minimum Arial 14 font;

Be it further resolved that the use of wall paper on emails and written documents not be used.

Be it further resolved that those who identify on their application that large print is a requirement due to duty to accommodate be given all communication in a font that they require for their visual impairment.

CEIU ONTARIO WEBSITE

(2011)

Be it Resolved that CEIU Ontario re-establish our website;

Be it Further Resolved that \$2,500 per year be put back in the Communications line item;

Be it Further Resolved that the funds for this line item be found in the existing budget.

DATABASE FOR DIFFERENTLY ABLED MEMBERS

(1999)

Canada Employment and Immigration Union Ontario establish a data base for all identified differently abled members to send in their special requirements and that data base be updated as information is provided by these individuals and that this data base be referred to when these members have been accepted at Canada Employment and Immigration Union functions so they will not need to provide details each and every time they want to participate.

UP-TO-DATE MAILING LIST

(1995)

Be it resolved that a standard mailing list be established, that includes Local Presidents, and Ad-hoc and Standing Committees.

(revised 2015)

Be it further resolved that this mailing list be utilized by Regional Office, Ad-hoc and Standing Committees, and Ontario Council.

ONTARIO COUNCIL MAILINGS TO BE SENT TO ONTARIO COUNCIL ALTERNATES

(1995)

Be it resolved that all material sent to Ontario Council Representatives, also be sent to Ontario Council Alternates. The material should include copies of: all minutes, agendas, telephone votes, correspondence etc., with the understanding that the purpose is to keep all the Alternates fully informed, therefore prepared to attend any meetings.

OFFICIAL RECORD STORAGE OF BY-LAWS, RESOLUTIONS OF RECORD AND ONTARIO COUNCIL RECORD OF DECISIONS AND REPRESENTATIVE'S CONFERENCE REPORTS

(2009)

Be it resolved that an electronic copy (CD) be kept at the Regional Union Office to ensure consistency as well as safety of our records.

ELECTIONS

HOLDING AN ALTERNATE POSITION ON REGIONAL STANDING COMMITTEES

(2010)

Be it resolved with this year's election of committees and onward, that Canada Employment and Immigration Union (CEIU) Ontario members cannot hold an alternate position on any regional standing committees if they already hold a position of full member on another committee.

ELECTORAL DISTRICTS FOR NATIONAL CONVENTION - CONSULTATION WITH LOCALS

(1996) (revised 2015)

Be it resolved that electoral districts for National Convention be decided in consultation with Locals, in the future.

ELECTION BALLOTS

(1990)

Be it resolved that all Locals receive their ballots in time to have at least ten (10) working days to conduct an election before results are submitted to region.

REGIONAL COMMITTEES – PARTICIPATION ON MORE THAN ONE COMMITTEE *(1992)*

Be it resolved that members can be elected to only one Ontario regional committee; if positions on committees are not filled, then individuals could serve on more than one committee.

ANNUAL PRESIDENTS' CONFERENCE

(previously known as Annual Representatives' Conference)

WRITTEN CONFERENCE REPORTS FROM AD-HOC COMMITTEES & STANDING COMMITTEES AT CONFERENCE

(2003)

Be it resolved that Standing and Ad-hoc Committees provide a written report to future Annual Representatives' Conferences.

Be it further resolved that these reports contain the following:

- (a) number of committee meetings held;
- (b) total cost of committee meetings, workshops, and conferences where committee members participated
- (c) how many members were served;
- (d) what literature or events took place;
- (e) future plans for the upcoming year

SCHEDULING OF ELECTIONS AT CONFERENCE

(1998)

Be it resolved that elections are to be scheduled throughout the Conference and be finalized prior to the final day.

SCHEDULING OF ACCOUNTABILITY SESSION AT CONFERENCE

(1993)

Be it resolved that all future conferences deal with the Accountability Session prior to the elections.

REPRESENTATION OF STANDING COMMITTEE AT CONFERENCE

(1989)

Be it resolved that each Standing Committee have one (1) official delegate at the Representatives' Conference and that all costs be paid by the Ontario Regional budget by 1990.

BUDGET PRESENTATION AT CONFERENCE

(1987)

Be it resolved that at future Representatives' Conferences, budgets be presented at the beginning of the Conference.

LOCATION OF CONFERENCE

(1986) (revised 2015)

Be it resolved that:

- (a) Use unionized hotels where possible;
- (b) Single room rate;
- (c) National Vice-President's to use cooperatives, educational institutions at their discretion;
- (d) Northern Locals will receive financial support to meet annually without an increase in Regional dues.

HEALTH, SAFETY & SECURITY TRAINING AT CONFERENCE

(2011)

Be it resolved that Health, Safety and Security Training, of a minimum ½ day, be provided at our Representatives' Conferences every 3 years commencing in 2012.

ACCOMMODATIONS

ACCOMMODATIONS OFFICER(S) AT CEIU EVENTS

(2004)

Be it resolved that organizers of all Canada Employment and Immigration Union conferences held in Ontario are responsible for contacting the Regional Accommodations Officer (National Vice President) at least one month in advance of events in order to ensure that the accommodation needs of participants with disabilities are met, including determining need for, and assigning trained on-site accommodations officer(s);

Be it Resolved the Differently Abled National Vice-President be contacted by meeting and conference organizers prior to each meeting or conference for Canada Employment and Immigration Union in the Ontario Region to ensure that members identifying with accommodation needs are accommodated;

Be it Further Resolved that the Differently Abled National Vice-President assign a member to each meeting and/or conference to ensure that the accommodation of the members and attendants have been accommodated;

(2008)

Be it further resolved that the members of Canada Employment and Immigration Union Ontario be treated with dignity, respect and confidence when requesting accommodations for their attendance at meeting and/or conference.

DEFIBRILLATORS

(2010) (revised 2015)

Be it resolved that Canada Employment and Immigration Union National President and National Executive Vice-President press the employer to install defibrillators in all Citizenship and Immigration Canada, Immigration Refugee Board and Service Canada offices and advocate the rights of all Canadians to be rescued.

(2009)

Be it resolved that the National President and the National Executive Vice-President, as Canada Employment Immigration Union Representatives, pressure National Headquarters to enter into a series of special meetings to force the employer to implement defibrillators in each Federal Government Office.

Be it resolved that the delegates, observers and guests at the Canada Employment and Immigration Union Ontario Representatives Conference 2009 sign a petition to send to the employer to compel them to implement defibrillators in all Government Offices.

Be it further resolved that this petition be given to all the delegates and observers to take back to their respective offices so that all Ontario local offices can have their members sign this petition and forward to Regional Health, Safety and Security Committee representative.

GENERAL RESOLUTIONS

NON-ALCOHOLIC BEVERAGES SERVED AT CEIU EVENTS

(2005)

Be it resolved that, at all Canada Employment and Immigration Union events, the organizers be empowered to provide non-alcoholic beverages during breaks, at their discretion, within their budget line item.

VIOLATIONS OF THE COLLECTIVE AGREEMENT BY THE EMPLOYER

(2004) (revised 2015)

Be it resolved that Canada Employment and Immigration Union Locals and Region take action against the employer for violations of the Collective Agreement Article 19.

Canada Employment and Immigration Union Locals file grievances against local management for violations of Article 19.

Canada Employment and Immigration Union Ontario leadership support local action up to and including lobbying the Public Service³ Alliance of Canada to act forcefully to uphold member's complaints.

ONTARIO COALITION AGAINST POVERTY

(2003)

Be it resolved that Canada Employment and Immigration Union of Ontario not fund the Ontario Coalition Against Poverty until they stop injuring Canada Employment and Immigration Union members and storming their offices;

Be it further resolved that a letter be written to Ontario Coalition Against Poverty, expressing, our displeasure with the methods they use and the injuries to Canada Employment and Immigration members that they cause;

Be it further resolved that the letter be copied to appropriate parties, e.g., York and Toronto District Labour Councils.

MOBILIZATION

(2003)

Be it resolved that Canada Employment and Immigration Union Ontario immediately implement and mobilize members around a public campaign against all forms of rationalization, contracting out and so-called modernization in the departments, utilizing funding from both the Fightback money in the region and money earmarked for this activity from the National budget as set forth by the 2002 Convention resolution.

VIOLENCE AGAINST WOMEN

(2002)

Be it resolved that Canada Employment and Immigration Union be vocal and active in the community and speak out against abuse of women, both at home and abroad.

Be it further resolved that Canada Employment and Immigration Union take an active part in bringing such abuses to the attention to both its membership and media, where necessary.

STAFFING / SUCCESSION PLANNING

(2001) (revised 2015)

Be it resolved that Canada Employment and Immigration Union Ontario:

- (a) Promote succession planning and career development for Canada Employment and Immigration Union members in the workplace;
- (b) Work toward ensuring that all entry level positions are filled internally or by inter-departmental transfer;
- (c) Adopt this position when negotiating at meetings with regional Management; and
- (d) This decision be conveyed to Canada Employment and Immigration Union National and Public Service Alliance of Canada encouraging them to adopt a similar position.

RESOURCE CENTRE AT THE REGIONAL UNION OFFICE

(1998)

Be it resolved that a Resource Centre is to be established in such a way that it will be accessible to all members in Ontario at the Regional Union Office for the use of Local officers.

TELEPHONE USE

(1998)

Be it resolved that in order for a member to claim for a second residential phone line to be paid by Ontario Council, they must obtain approval in advance.

Be it further resolved that the Finance Committee develop rules with respect to the authorized expenses around telephone use.

COMMITTEE SET-UP TO DECIDE WHO WILL BE FUNDED FOR CEIU NATIONAL CONVENTIONS

(2006)

Ontario Council to set up a committee to create a fair and transparent process to decide which members will be funded by Ontario Region.

AFFILIATION TO LOCAL LABOUR COUNCILS

(1999)

Be it resolved that beginning in 2000, that there be an allocation of 0 cents per member from the budget to help pay Local affiliation dues to Labour Councils.

(1998)

Be it resolved that Canada Employment and Immigration Union Ontario call upon Canada Employment and Immigration Union National to rebate 50% of Local Labour Council dues provided that a Local attend 50% of the regular meetings of its Local Labour Council meetings.

AFFILIATION TO THE ASSOCIATION OF PUBLIC SERVICE ALLIANCE RETIREES

(1999)

Be it resolved that all locals in Ontario shall encourage affiliation with the Association of Public Service Alliance Retirees and pay the first year's Association of Public Service Alliance Retirees dues on behalf of every local retiree.

NO WORKPLACE RELOCATION WITHOUT CONSENT

(1997) (revised 2015)

Be it resolved that the official Canada Employment and Immigration Union Ontario position be that no workplace be relocated without the express approval of the workers located therein.

Be it further resolved that no agreement be entered into under Work Force Adjustment without respect to commuting distance to a new workplace or Reasonable Job Offer, including shift work in the Greater Toronto Area without concurrence of the Locals involved.

DEPARTMENTAL TRAINING

(2010)

Be it resolved that the Canada Employment and Immigration Union National demands the three departments to provide training to ensure CR-3/CR-4 are employed in other organizations.

Be it further resolved that Canada Employment and Immigration Union demands CIC/IRB/Service Canada ensure these workers remain employed as per their current status within the departments.

Be it Resolved that CEIU National negotiate with CIC/IRB to ensure that all members receive training, skills to gain experience that they may need;

Be it Further Resolved that the initiative be communicated to the employer as soon as possible;

(2011)

Be it Further Resolved this resolution be tabled by the CEIU NVPs to the next National Executive meeting.

PROMOTING RACE RELATIONS

(1991)

Be it resolved that Canada Employment and Immigration Union affirm its commitment to promote race relations as a Union issue by making this a priority.

REPRESENTATION WHILE ON UNION COURSES

(2003)

Be it resolved that at all Alliance and Canada Employment and Immigration Union courses, a member will have a representative to speak on his/her behalf if he/she comes in conflict with the instructor and/or a member.

EMPLOYMENT EQUITY

(1987) (revised 2015)

Be it resolved that it be recommended that Canada Employment and Immigration Union go on record, recognizing the inequities in employment opportunities which have occurred in the past, and

- a) That Canada Employment and Immigration Union undertake to negotiate with management, to distribute target group appointments evenly through all classification levels;
- b) When an existing position is vacated by a target group member, other target group members should have first opportunity for filling the vacancy. All backfilling is to be done on the same basis;
- c) Canada Employment and Immigration Union should undertake to educate members to show why employment equity should be undertaken and supported;
- d) Canada Employment and Immigration Union should revise seniority policies where necessary to reflect priority for target groups.

LGBT2Q+ COMMUNITY AS AN EQUITY GROUP UNDER THE 'EEA'

(2018)

Be it resolved that the National Vice-Presidents for CEIU Ontario Region appeal to the National Executive to initiate a promotional campaign supporting the inclusion of the LGBT2Q+ community as an equity group protected by the Employment Equity Act; and

Be it further resolved that the National Vice-Presidents for CEIU Ontario Region appeal to the National Executive to engage in discussion with PSAC to adopt and expand the campaign to include all affiliated components in order to pressure the federal government into adding the LGBTQ2+ community as an equity group protected by the Employment Equity Act.

OVERTIME WORK

(1986)

Be it resolved that Ontario Canada Employment and Immigration Union reaffirms its opposition to the use of overtime and urges Local Executives to encourage members not to work overtime and this commitment shall be conveyed to Management.

EXTENDED HOURS OF WORK

(2008)

Be it resolved that Canada Employment and Immigration Union at both the regional and local level be truly consulted about possible extension of hours in any Canada Employment and Immigration Union staffed office;

Be it further resolved that if hours are extended beyond the usual workday for any office, there be at least one (1) union/management meeting with local staff to explain the ramifications of the extended workday, and that a union representative from the local and/or regional health and safety committee be in attendance;

Be it further resolved that no extension of hours take place until a risk and security assessment have been undertaken and that the report (which is to be provided to the appropriate local Canada Employment and Immigration Union executive) indicates that the office is safe and secure for the staff in the office during the extended hours of service.

CODE OF CONDUCT AND CODE OF ETHICS

(2008)

Be it resolved the Code of Ethics and Code of Conduct be made aware as part of the Anti-Harassment Policy.

(2008)

Be it resolved that the Code of Ethics and Code of Conduct be sent electronically to each delegate and observer to the Canada Employment and Immigration Union Ontario Annual Representatives Conference, District Conferences and any other Canada Employment and Immigration Union Ontario meeting/seminar/conference.

(2010)

Be it resolved that members who act in excluded positions must take leave from any union position they hold so long as it is in accordance with the PSAC Constitution.

WEBMASTER, MINUTE TAKER, BOOKKEEPER POSITIONS

(2008) (revised 2015)

Be it resolved that person(s) holding the positions of Web Master, Minute taker, Bookkeeper cannot be part of Canada Employment and Immigration Union Ontario Council or cannot hold an elected National position.

TERM OF OFFICE FOR MINUTE TAKER

(2011)

Be it further resolved that the three (3) year term correspond with the Ontario Council Financial Fiscal year January 1 to December 31.

(2009)

Be it further resolved that the selection of this position be voted by Ontario Council members in a fair and equitable fashion from resumes received as a result of a callout letter to all locals;

Be it further resolved that Ontario Council will also establish a list of alternates for the minute taker from the submitted resumes.

TRAINING IN THE ONTARIO REGION

(2008)

Be it resolved that preference be given to training by the National Union Representatives at the Canada Employment and Immigration offices and the Regional Representatives and the Public Service Alliance of Canada offices.

Be it further resolved that the Orientation and Structure Committee work in consultation with the Regional Union Office on training needs for Canada Employment and Immigration Union members.

TRAINING AND SUPPORT TO THE LOCALS

(2018)

Be it resolved that the CEIU Ontario NVPs make all locals that are struggling and in need of leadership a priority and provide training (local administration training, grievance handling training, talking union basics training) and offer financial and structural support to any local in Ontario that need guidance; and

Be it further resolved that the cost of training and travel to the locals be found within the existing Ontario budget; and

Be it further resolved that this priority remains in place until all locals in Ontario are revived and functioning according to the CEIU Ontario Regional By-Laws.

CONFERENCE NAME CHANGE

(2009)

Be it resolved that a resolution be forwarded to the Canada Employment and Immigration Union National Convention and that all references in the Canada Employment and Immigration Union By-Laws, Resolutions of Record and Policies regarding Presidents' Conference be change to Presidents' Convention.

STRUCTURE OF CEIU ONTARIO LOCALS

(2013)

Be it resolved that the existing structure of CEIU Ontario locals should be determined by the general membership within those locals;

(revised 2015)

Be it further resolved that the Ontario NVPs meet with the locals and provide options in order to help resolve and facilitate the determination of the local structure.

STAFFING IN THE PUBLIC SERVICE

(2013)

Be it resolved that experience obtained through acting assignments, seniority and training be included as part of the assessment criteria; and

Be it further resolved that CEIU/PSAC lobby the Public Service Commission to revise the current Public Service Employment Act to highlight on the importance of experience and seniority.

STANDARDIZED STATEMENT OF MERIT CRITERIA (QUALIFICATIONS)

(2013)

Be it resolved that CEIU and PSAC lobby the Public Service Commission to revise the current Public Service Employment Act to ensure the use of Standardized Statement of Merit criteria on every selection process.

PAID UNION LEAVE

(2013) (revised 2015)

Be it resolved that the CEIU National President demand the employer reinstates and ensure representatives at all levels (NVP, local presidents, stewards, etc.,) be given employer paid leave to resolve issues as necessary.

AGENDA ITEMS FOR REGIONAL UNION MANAGEMENT CONSULTATION COMMITTEE MEETINGS

(2017)

Be it resolved that the NVPs to a callout to all Local Presidents for agenda items at least 10 business days prior to the meeting.

ISSUES PERTAINING TO WOMEN IN CEIU ONTARIO REGION

(2017)

Be it resolved that every effort is made by the Regional NVPs to keep the Chair of the Regional Women's Committee and the NVP for Women's Issues, Western Region, informed with regards to issues pertaining to women in CEIU in Ontario Region.

TALENT MANAGEMENT STAFFING PRACTICE

(2018)

Be it resolved that CEIU Ontario challenges the employer's Talent Management practice through a strategic campaign at the local and regional levels; and

Be it further resolved that the Ontario Region NVPs urge the National Executive to extend this campaign, examining the application of Talent Management practices across the country.

CALL TO ACTION #57 – IN PERSON TRAINING

(2018)

Be it resolved that the Ontario NVPs bring an agenda item to CEIU National Executive to demand that the employer provide in-person training, a minimum of 1 day in length, by an Indigenous educator that meets the purpose of Call to Action # 57 in a meaningful way and that reflects the locality of the training and the workplace.

ASIAN HERITAGE MONTH ANTI-RACISM CAMPAIGN

(2018)

Be it resolved that the RVAC develop and deliver a multi-prong awareness campaign to address current racist aggressions, and to honour the emerging histories of Asian-Canadians.

GENDER-NEUTRAL SALUTATION

(2018)

Be it resolved that CEIU Ontario Region adopt the gender-neutral term of “Friends” at all CEIU Ontario Region events.

PREFERRED PRONOUN IDENTIFICATION

(2018)

Be it resolved that CEIU Ontario Region amend all future application forms to include preferred pronoun identification; and

Be it further resolved that preferred pronouns are indicated on name tags to prevent mis-gendering an individual.

UNSCENTED PRODUCTS

(2018)

Be it resolved that Ontario Region purchase unscented products for all conferences held; and

Be it further resolved that any hotels used by CEIU are advised and educated of the necessity of unscented products; and

Be it further resolved that any hotels used by CEIU are encouraged to supply unscented products; and

Be it further resolved that this come into effect immediately.

INDIGENOUS AWARENESS CAMPAIGN

(2018)

Be it resolved that CEIU Ontario Regional NVPs support the First Nations/Metis/Inuit Committee's Awareness Campaign to bring awareness to the members at large, that they can donate funds to charities concerning Indigenous campaigns and initiatives.

TRANSLATION OF DOCUMENTS

(2018)

Be it resolved that CEIU Ontario ensures all documents requiring posting be readily translated into both official languages; and

Be it further resolved that a separate line item be created for translation services at an amount of \$5,000; and

Be it further resolved that funding for this initiative be found within the existing budget.