



Union of Safety and Justice Employees
Syndicat des employé-e-s de la Sécurité et de la Justice

USJE

RESOLUTIONS OF RECORD

Amendments from the National Executive Meeting, FEB 22-23-24-25, 2005
Amendments from Thirteenth Triennial Convention, JUL 8-9-10-11, 2005
Amendments from the National Executive Meeting, SEP 28-29, 2005
Amendments from the National Executive Meeting, FEB 8-9, 2006
Amendments from the National Executive Meeting, FEB 19-20, 2007
Amendments from the National Executive Meeting, JUL-AUG, 2007
Amendments from the National Executive Meeting, FEB12-14, 2008
Amendments from the National Executive Meeting, OCT 1-2, 2008
Amendments from the National Executive Conference Call DEC 2008
Amendment from the National Executive Meeting, MAR 4-5, 2009
Amendment from the Fifteenth Triennial Convention JUL 2011
Amendment from the National Executive Meeting JUL 15, 2011
Amendments from the National Executive Meeting SEP 22-23, 2011
Amendment from the Sixteen Triennial Convention JUL 14-18, 2014
Amendment from the National Executive Meeting SEP 24- 25, 2014
Amendment from the National Executive Meeting MAY 22, 2015
Amendment from the National Executive Meeting SEP 22-23, 2016
Amendment from the National Executive Meeting MAR 7-9, 2017
Amendment from the National Executive Meeting, MAR 21-23, 2018



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COLLECTIVE BARGAINING

Collective Bargaining Preparation

OCT 84 NE BE IT Resolved that the National Office work on the preparation and elaboration of files, grievance issues and lost arbitration decisions in order to assist in the preparation of contractual demands.

Canada Labour Code

90 CONV BE IT RESOLVED THAT our Component strongly demand the required amendments to the legislation so that all PSAC members come under the provisions of the Canada Labour Code.

Return to Work Protocol

90 CONV BE IT RESOLVED THAT the signing of a memorandum on return to work become one of the Alliance's positions in bargaining process; and

BE IT FURTHER RESOLVED THAT the Alliance not recommend any tentative agreement which is not accompanied by a memorandum on return to work, or a similar agreement.

Childcare

87 CONV BE IT RESOLVED THAT the following be priority demands for all Public Service Alliance of Canada bargaining groups:

Where no suitable day care facilities exist, and when there is a demand for such facilities, the employer shall provide subsidized day care facilities on or near the employer's premises; and

Fifty percent (50%) of an employee's child care costs be paid by the employer.

90 CONV BE IT RESOLVED THAT the following be priority demands for all Public Service Alliance of Canada bargaining groups:

Where no suitable day care facilities exist the employer provide subsidized day care facilities and fifty percent (50%) costs be paid by the employer.

Leave for Union Business

- 87 CONV** BE IT RESOLVED THAT all collective agreements negotiated by PSAC contain a clause on leave without pay for union business when a member has been elected or appointed to a position within PSAC or one of its Components. Such leave shall remain in effect as long as the member so appointed or elected occupies a position within PSAC or one of its Components.

FINANCE

Contracts with Excluded Staff

- FEB 85 NE** To accept this memorandum of agreement between the Union of Solicitor General Employees and Wayne B. Crawford.
That a similar document be created for other excluded employees in the National Office.

Stony Mountain

- OCT 98 NE** That this National Executive continue to support its elected officers both morally and financially in defence of their actions taken on behalf of the USGE. Therefore to continue to authorize the National President to disburse funds for the civil case brought forward by the Regional Vice-President for Manitoba on behalf of the USGE.

Liability Insurance

- FEB 99 NE** That we adopt the liability insurance of \$3,000,000.00 coverage for the National Executive Officers and that it be reviewed annually by the Executive.
- SEP 00 NE** That we continue our coverage of the Liability Insurance.

Locals

- FEB 01 NE** To provide an interest-free loan of up to \$2,000 to any Local that wishes to purchase or upgrade their computer system.
- FEB 06 NE** That upon receipt of a duly completed "USGE Representative Information Form", the Operations Manager will authorize a one-time subsidy to be paid to newly created Locals to assist them in starting their

operation. An amount of \$100.00 will be provided to Locals with less than 100 members. Locals composed of 100 or more members, will be entitled to an additional subsidy of .75 cents for each additional member. The total subsidy is not to exceed \$250.00. This subsidy is to be funded from the USGE surplus.

Local Dues

APR 92 NE That in the event reactivation of defunct Local and Sub-Locals does not occur prior to December 31, 1992, the accumulated dues older than three years will revert to the general revenue.

If the reactivation of the Local is considered to be expensive, the RVP may, after discussion with the Operations Manager, utilize a portion of the surplus that would normally revert to the general revenue for the reactivation of the Local.

PSAC Convention

JAN 91 NE That the USGE provide additional compensation to the USGE delegates for the additional costs of accommodations, meals, salary as well as an amount equal to the incidental allowance while in travel status upon approval of the Operations Manager.

PSAC Regional Conventions

11 CONV Be it resolved that each Local sending a delegate to the PSAC Regional Convention in their region be subsidized by USGE in an amount of \$500.00 per Local.

Deloitte and Touche

Mar 03 NE That the USGE discontinue all services of Deloitte and Touche.

That USGE urge the PSAC, its Components, directly chartered locals and the Canadian Labour Congress to discontinue using the services of Deloitte and Touche.

Travel

June 02 NE Be It Resolved that at meetings, conventions, conferences and the like, organized by the National Office, members of the National Executive and the National Office staff shall, whenever possible, use the official travel agency of the USGE to arrange such air travel.

USGE Investments (see also Policy)

SEP 03 NE All USGE investments be made ethically in companies that do not use sweat, slave, or child labour, who are not arms manufacturers or in violation of environmental practices. All USGE investments be made in companies that support, encourage and practice fair trade and healthy environmental policies.

Signing Officers

FEB 05 NE All USGE signing officers shall be bonded in an amount not less than \$50,000.00.

Compensation for Representation on PSST Complaints

OCT 2008 NE

1.00 Criteria

1.01 USGE members trained by the PSAC and recognized as PSST Complaints representatives are entitled to be compensated for providing representation on behalf of other USGE members.

2.00 Administration

2.01 PSST complaints representation can vary in the amount of time and effort that is needed for preparation and for presentation. The following are factors that influence time and effort spent:

- (a) the interview(s) with complainants vary in duration due to:
 - (i) needs of the complainant;
 - (ii) amount of documentation provided;
 - (iii) the complexity of the process

(b) the exchange of information, review of new documents and further discussion with the complainant;

(c) the research and preparation time by the representative;

(d) the attendance and representation at the hearing including the possibility of additional days of representation or delay of hearing by the presiding Tribunal Member.

2.02 Effective January 1st, 2015 an approved USGE PSST Complaint representatives will be compensated for representation of a PSST complaint that proceeds through each step of the process in the following manner:

- Exchange of information: \$100
- Preparation and submission of allegations: \$150
- Participation in mediation: \$100
- Attendance and representation at hearing: \$250
- In PSST complaint cases involving more than one member, the additional allowance will be \$25 for each additional complainant for each step listed above.

2.03 In addition to the flat rate, an approved USGE PSST Complaint representative will also be eligible to claim for expenses such as meals, telephone calls, local transportation parking and other expenditures. These expenses will be paid in accordance with USGE Regulation No. 8. No accommodation or meeting room costs or other material shall be charged to this Union without prior consent of the Operations Manager.

3.00 Provisions for Travelling

3.01 In the event that a PSST Complaint hearing is scheduled outside the PSST Complaint representative's headquarters area, additional costs such as mileage, accommodation and per diem will be considered on a case-by-case basis. Any charges will require the prior approval of the Operations Manager.

PSST representatives will be required to travel and meet with the complainant after the regular work day prior to the hearing date. Additional accommodation charges beyond one day will not be accepted unless the hearing is continued to the following day.

4.00 Other expenditures

- 4.01 Any potential costs for documentation to be submitted as evidence or attendance of witnesses must be cleared with the National Office before such cost is incurred.
- 4.02 It is up to the PSST Complaint representative, upon being notified and accepting to represent, to clarify any questions on compensation and expenditures of funds. Failure to confirm additional expenditure of funds beyond those outlined in this regulation may result in the claim being denied by the Operations Manager.
- 4.03 Leave Without Pay
- In the event that a PSST Complaint representative is not granted leave with pay, loss of salary will be paid, subject to the prior approval of the Operations Manager.
- 5.00 PSAC Regional Offices
- 5.01 The National Office will determine in each case if it is preferable to request the services of the PSAC Regional representative instead of a USGE PSST Complaint representative to provide the representation.
- 6.00 PSST Mentorship Program
- 6.01 USGE shall develop a PSST Complaint Representative Mentorship program to provide advice and guidance to new representatives in this area.

Financial Support to Strikes

- Dec 08 NE** Subject to a recommendation made by the National President, the National Executive may approve financial assistance not exceeding \$20,000.00 to bargaining units of USGE, PSAC and other unions being on strike for a period of three or more weeks.

Financial Statements

- 14 CONV** BE IT RESOLVED THAT in the financial statements, the salaries of the executive, the national president, the office of secretary, the labour relations officers, the person in charge of the national office, and of all the sectors, be indicated separately in the USGE annual financial statement as of now.

Purchasing of Promotional Items

MAY 15 NE That USGE purchase all promotional materials from Unionized merchants, followed by merchants who supply Canadian made products, followed by merchants who supply U.S. made products. And further that all purchases be authorized by the Operations Manager.

Governor General's Canadian Leadership Conference

MAR 17 NE That any USGE member in good standing who is accepted to attend the Governor General's Canadian Leadership conference as a labour representative who asks for sponsorship from USGE, be sponsored. This sponsorship could include, but not limited to: airfare, salary, meals, incidentals and accommodation. The funding would come from the Training Budget.

PSAC Courses

MAR 17 NE That USGE compensate any loss of wages up to their daily rate of pay during the work week and an amount equivalent to their hourly rate of pay for attendance on their scheduled days of rest to USGE Members attending PSAC courses.

GENERAL

Integration of Case Preparation

JAN 91 NE

- (a) That the USGE condemn the lack of consultation involved in this decision;
- (b) That the USGE reiterate that the transfer of case management will have a negative impact on the quality of service and on personnel;
- (c) That the USGE again indicate that the community and penitentiary sectors lack the resources to perform case management duties;
- (d) That the USGE inform the CSC of its plans to participate in the evaluation of case management integration;
- (e) That the USGE ensure that the transfer rights of employees are respected.

Strike Discipline

FEB 04 NE That USGE not entertain discipline, relating to strike after one (1) year from the end of said strike.

National Local Presidents' Meeting

87 CONV BE IT RESOLVED THAT the National Office solicit from Locals, three months prior to such a meeting, the subject matter they wish to see discussed at that meeting, and that a report of the meeting be distributed subsequently; and

BE IT FURTHER RESOLVED THAT we call upon resource persons, if necessary, and that the workshop format be used more often Incentive Awards

NOV 99 NE That efforts be made nationally to oppose the practice of incentive awards for performance in government departments.

Resolutions Adopted at Convention

FEB 05 NE The text of all resolutions adopted at Convention shall be published and distributed to Locals.

Identification Card

FEB 05 NE USGE shall issue an identification card to all members recognized as official representatives of USGE.

USGE Events

FEB 08 NE That the USGE not schedule events to include designated paid holidays. Should an event be scheduled that includes a designated paid holiday, USGE will compensate the affected members at a rate of 1.5 times their regular salary.

Grievances

JUL 05 CONV A grievor shall be entitled to attend all levels of the grievances process if she/he so requests at his/her own expense.

HEALTH & SAFETY

Workers Compensation

FEB 94 NE The USGE should move towards establishing a National Modified Work Program. The Modified Work Program is recommended as the concept that would be best for the overall membership if it could be achieved through the National Labour Management Committee agreement. It could then be reworked and customized to meet the needs of each Region through the Regional Labour Management Committee.

That the USGE move towards having departments (where we have USGE members) establish a Regional Programs Officer. USGE will be consulted/involved in the selection of this Public Service Indeterminate position. We further recommend that the position be in the PM group. The USGE will promote this position by using all means at its disposal.

The USGE will ensure that all members are given the opportunity to participate in this program as per needs.

The Programs Officer will have access to medical evidence/information as per agreement of concerned member.

The USGE will assure that temporary placement of USGE members are free of confrontation and intimidation in order for the program to succeed.

Conditions of modified work employment:

- 1) While participating in a temporary modified work program, the employee will receive 100% of his/her regular earnings.
- 2) Duration
 - (a) Temporary rehabilitation assignments will normally be considered if the medical prognosis indicates that the employee will be disabled from performing his/her normal duties for a period of eight weeks or less and will be able to resume normal duties at the completion of the rehabilitation period.

- (b) Extension of the eight-week temporary rehabilitation assignments requires a written recommendation from a physician and the approval of Modified Work Program Team, including the concurrence of the rehabilitation Caseworker.
- 3) It may be necessary for the worker to accept a change in the department, division, occupation; at comparable wages to provide necessary accommodation.
- 4) Permanent disabled members will benefit by this modification work program only until a decision is made for permanent reassignment following appropriate medical evidence to that effect.

Selection of USGE delegates to PSAC Health & Safety Conferences

- FEB 04 NE** BE IT RESOLVED that the following criteria be considered by the USGE in the selection process:
- 1. Members of National Health & Safety Standing committee be given preference;
 - 2. Members of regional and workplace Health & Safety committees also be given preference.

USGE Health and Safety Committee

- FEB 05 NE** That the Health and Safety Committee of the USGE be a standing committee of the National Executive.
- FEB 06 NE** That the National President of USGE appoint an alternate for each representative on the USGE Health and Safety Standing Committee.
- MAR 09 NE** That the USGE National Health and Safety Advisory Committee be allowed to make three (3) conference calls between committee members during the course of the fiscal year between scheduled face-to-face meetings, to a maximum of one hour each, if required.

Computer Based Health & Safety Training

FEB 04 NE BE IT RESOLVED that even if this type of training is acceptable to HRDC, USGE should take the position that this is not an acceptable method to be used as the main method of delivering health and safety training; and

BE IT FURTHER RESOLVED that USGE policy committee members do as much as possible to ensure that computer based training not be used as the primary method for delivering health and safety training.

Smoking Ban - CSC

JUL 04 NE The USGE support departmental smoke-free environment programs, taking into consideration the health and safety of our members.

Injury on Duty

87 CONV BE IT RESOLVED THAT an employee should be granted injury on duty leave with pay for a period determined by the workers Compensation Board.

Occupational Health and Safety Representatives Database

14 CONV BE IT RESOLVED that USGE establish and maintain a database of Occupational Health and Safety representatives across the country updated every year; and

BE IT FURTHER RESOLVED THAT each union local has to send every year to the USGE National; the name, the date of nomination and who appointed the representative(s).

HONOURS AND AWARDS

Achievement Awards

FEB 05 NE That achievement awards, when appropriate, may be given to members from across the country who deserve special recognition and that the

names of persons to be considered should be submitted to the President for approval.

National Executive Member Plaque

FEB 85 NE That former members of the National Executive be presented with a plaque if he/she has completed at least three consecutive years on the National Executive.

Pin for Outstanding Members

FEB 90 NE That the National Office purchase sufficient number of pins (gold and silver) with appropriate description for either Honourary or Exemplary Members in the U.S.G.E.

U.S.G.E. Scholarships

SEP 16 NE That USGE name all future scholarships after past or present USGE Presidents. Be it further Resolved that should a USGE member be involved in a line of duty death, this could be an exception to the above.

HUMAN RIGHTS

PSAC Equal Opportunity Committee

JULY 92 NE That the USGE National Executive representative attending meetings of the Equal Opportunities Committee be paid for their days of rest by the USGE.

NOV 99 NE BE IT RESOLVED THAT the current criteria used to select the USGE representative on the EOC be amended to consider as eligible only those candidates who can self-identify as belonging to one or more of the equity groups recognized by the PSAC; and

BE IT FURTHER RESOLVED THAT USGE promote the universal application of the foregoing criteria by encouraging other Components to do likewise; and

BE IT FURTHER RESOLVED THAT the PSAC approve the same

Equity

FEB 01 NE That USGE monitor workplace accessibility compliance and harassment policy development

That USGE encourage NBoD support of gender parity on CLC Equity Working Groups

LABOUR RELATIONS

NPS Labour Management Consultation

OCT 02 NE BE IT RESOLVED THAT the USGE immediately request CSC provide for such process and designate Senior Managers at Operational and Policy decision making levels within community operations to provide effective consultation on a national basis.

Discipline for Alleged CPIC Abuse

OCT 02 NE BE IT RESOLVED THAT all RCMP members of the National Executive make a commitment to ensuring this matter is included as an agenda item at those Local and Regional Labour Management Consultations where directly affected members of the USGE are/were employed.

RCMP Category of Employee

02 CONV Be it Resolved that delegates to this Convention adopt the following steps to broaden and strengthen our campaign against COE:

That a National Anti-COE Committee be established by the National Executive, and that this Committee's membership be comprised of the National President and all USGE Regional Vice-Presidents responsible for the RCMP.

That the Committee co-ordinate the development and implementation of our multi-faceted fightback campaign until the COE issue is resolved.

That Local Anti-COE Committee be established in every RCMP Local.

That COE be a standing item on the agenda of each RCMP union-management meeting, at every opportunity, at all levels.

That the USGE National Office provide materials and other campaign support to assist Locals in combating COE.

That these measures, as required, be funded from contingency funds.

OCT 02 NE USGE raise this issue at every opportunity with management and demand that management ensure every Division adhere to this requirement prior to creating any positions.

NATIONAL EXECUTIVE

Standing Advance for Regional Vice-Presidents

OCT 93 NE That upon request, an advance in the amount of \$200.00 be provided to elected RVPs to be used for miscellaneous expenses while awaiting expense cheques during their term of office and to be returned when they are no longer in the position

RVP Computers

JUL 11 NE That the USGE purchase for all RVP's a computer supplied by the PSAC to a maximum of \$2,500 (Option A). And that in the event an RVP does not wish to purchase a PSAC computer, that they be able to purchase their own computer to a maximum of \$2,000 (Option B).

The computer shall be the property of USGE.

The value of the computer shall be depreciated over a period of three years. An RVP who leaves office before the end of the three-year period shall have one of the two following options:

transfer the computer to his successor; or
purchase the computer from USGE at the net book value.

Scheduling of National Executive Meetings

Mar 00 NE BE IT RESOLVED THAT saving costs vis a vis Executive meetings not be restricted to weekends only; and

BE IT FURTHER RESOLVED THAT weekend meetings be the exception rather than the rule.

RVP Luggage

MAR 18 NE BE IT RESOLVED that an amount equal to or less than **\$500.00** be granted and made available to each RVP to assist in the purchase of luggage during their term of office.

Fax Machine

OCT 91 NE That each Regional Vice-President be supplied with a facsimile machine and the National Office be responsible for the cost of a supply of paper, installation of a telephone line, and basic rate for the telephone line.

Staff at USGE National Executive Meetings

SEP 03 NE That staff who normally attend USGE National Executive meetings also attend the meeting outside of Ottawa.

Furniture Allowance

FEB 07 NE That a one-time only payment equal to or less than \$350.00 be reimbursed to each RVP, upon provision of supporting documents, to assist in the purchase of office furniture for their home.

Language Training for National Executive

SEP 11 NE

WHEREAS The Union of Solicitor General Employees (USGE) endeavours to be a modern and effective organization; and

WHEREAS USGE recognizes the diversity and challenges within our membership and strives to represent and communicate with its members in a manner that respects their needs/choice; and

WHEREAS USGE recognizes the need to communicate with its members in both the French and English languages (Canada's two official languages) and that it is beneficial to have staff and Executive members who can communicate in both languages; and

WHEREAS it is important that the members of USGE are able to obtain services in the official language of their choice;

BE IT RESOLVED THAT USGE provide financial compensation up to \$2,000 per calendar year and support to any member of the National Executive who elects to participate and complete either French or English language training on a part-time basis; and

BE IT FURTHER RESOLVED THAT this compensation apply to the cost of all administration fees, training/teaching sessions, textbooks/supplies, travel; and

BE IT FURTHER RESOLVED THAT USGE pay for all registration and textbook costs in advance of the start of the selected language program and that these courses and costs are approved, in advance, by the Operations Manager of USGE.

OTHER ORGANIZATIONS

American Correctional Association

SEP 88 NE The USGE continues to participate in the ACA and that the decision as to who will attend these Conferences, if and when, and selection of participants be left to the National President of USGE.

Canadian Labour Congress

FEB 90 NE That the USGE delegation to the CLC Convention be the President and one other delegate from the region where the CLC Convention is being held.

Canadian Criminal Justice Association

OCT 87 NE That USGE participate in the CCJA and the provincial counterparts to it.

International Corrections and Prisons Association

JUL 01 NE Be It resolved that the Union of Solicitor General Employees continues to be an active participant in ICPA in order that the interests of our members, Correctional workers and Police workers worldwide are represented.

Labour College of Canada

87 CONV Be it resolved THAT two USGE CLC Labour College Scholarships be increased to cover expenses and salaries to a maximum of six thousand (\$6 000) dollars plus transportation cost to and from the students' residence.

OCT 91 NE That we provide an annual donation of \$1,000.00 to the Labour College.

OCT 93 NE That the USGE support in every way possible, excluding additional financial contributions by the Components, the National Board of Directors initiatives to ensure the survival of the Labour College.

Our Times Magazine

Mar 00 NE That we pursue the purchase of a bulk subscription service for each RVP. That we also include their web site on our web page.

PRIVATIZATION

Privatization to Non-Profit Organizations

87 CONV BE IT RESOLVED THAT the USGE and PSAC take whatever action necessary to ensure non-profit organizations taking over our members' jobs for profit lose their non-profit organization status.

Review – Departments' Contracts

JUL 07 NE That the National Executive of the USGE engage their Locals in researching contracts entered into by all Departments represented by USGE to fight any contracting out of work within our bargaining units.

The research could include, but not limited to:
Internet, Government websites, Regional Contract Review Board, PSAC, consultation with the employer or a standing agenda item at Labour Management Consultation/Union Management Consultation meetings.

That this topic become a standing item at each National Executive meeting and a verbal report be provided by each Regional Vice-President.

SEP 11 NE That the National Office of the USGE monitor the Government of Canada (OC) contracting website (MERX) on a continuous basis (daily) and advise all RVP's and LRO's of any contracts for services in the departments and agencies that we represent.

TERMS & CONDITIONS OF EMPLOYMENT

Volunteer Workers

FEB 94 NE That USGE and its units through labour councils, regional councils and political action committees, federations of labour via the Alliance, through the Canadian Labour Congress demand that all affiliates desist or recommend that their members desist from performing volunteer work within the correctional service, such as escorts and any other work

of a volunteer nature which could be performed by a public service employee.

Pension Benefits

Mar 03 NE THEREFORE BE IT RESOLVED that it is the position of the USGE that the benefits paid to survivors of single PSSA pensioners be no less than that paid to survivors of PSSA pensioners who have a spouse or partner; and

THEREFORE BE IT RESOLVED that it is the position of the USGE that the beneficiaries of single persons enjoy the same tax benefits as beneficiaries of pensioners who have a spouse or partner; and

BE IT FURTHER RESOLVED THAT the USGE and PSAC actively lobby and campaign to ensure that the law is amended to end this inequity on the basis of marital or family status.

Temporary Employment

SEP 14 NE USGE never solicit the services of any temporary employment services providers.