

## RESOLUTIONS OF RECORD

- 21-201** **BE IT RESOLVED** that the Human Rights Officer be a position with equal rights as other elected National Executive positions;
- AND BE IT FURTHER RESOLVED** that the Human Rights Officer:
- a. Attend all meetings of the National Executive
  - b. When possible, throughout the three-year term, visit each region within the UCTE; and
  - c. Perform such duties as may be assigned by the National President
- 21-306** **BE IT RESOLVED** that any/all in the SV bargaining unit with BUD code for Ships Crew automatically be allotted to UCTE
- AND BE IT FURTHER RESOLVED** that the National President of UCTE open talks with the National President of UHEW about how to correct the incorrect allocations of other UCTE members to the wrong component in a timely manner
- 21-S001** **BE IT RESOLVED** that UCTE approach the Nation Board of Directors and lobby them to establish a separate bargaining table for Ships Crew; and
- BE IT FURTHER RESOLVED** that Ships Crew representative from all regions where there is Ship's Crew to be represented on the Bargaining Team; and
- BE IT FURTHER RESOLVED** that this unique and Ship Crew specific Bargaining Team to be establish as soon as possible
- 17-301** **BE IT RESOLVED** that UCTE do everything in its power to have PSAC recognize its commitment to have full-time organizers in each region; and
- BE IT FURTHER RESOLVED** that UCTE remind PSAC that the 2000 PSAC Convention recognized the need for full-time organizers and that PSAC live up to this commitment by immediately staffing a minimum of 1 organizer per region; and
- BE IT FURTHER RESOLVED** that UCTE and recommit to organizing the unorganized;
- 17-302** **BE IT RESOLVED** that any UCTE Bargaining unit that is not on a defined benefit plan must place a proposal for a defined benefit plan in their bargaining package; and

**BE IT FURTHER RESOLVED** that this bargaining proposal will only be withdrawn with the permission of the UCTE Component President

**17-311** **BE IT RESOLVED** that UCTE/PSAC demand of the federal government and agencies that all employees who have taken sick leave in relation to the problems associated with the pay problems have this leave reimbursed in full; and

**BE IT FURTHER RESOLVED** that UCTE/PSAC demand of the federal government and agencies that all employees be provided with 2 days Employer paid leave to account for the time members had to use to resolve issues with banks, credit card companies, utility companies, landlords, cities and municipalities (late mortgage payments), T4 issues, and other time related to dealing with the fallout of the Phoenix pay system.

**17-312 (a)** **BE IT RESOLVED** THAT UCTE/PSAC continue to fight for bargaining unit positions; and

**BE IT FURTHER RESOLVED** THAT UCTE/PSAC take action to stop further abuse from employers in the hiring of casual, contract, student and volunteer workers; and

**BE IT FURTHER RESOLVED** THAT UCTE/PSAC again take up the fight to have these workers part of the bargaining units; and

**BE IT FURTHER RESOLVED** THAT UCTE/PSAC aggressively campaign to stop the hiring of students to perform our bargaining unit work and instead hire unionized employees.

**17-312 (b)** **BE IT FURTHER RESOLVED** THAT “resolutions of record” be reviewed in their entirety for determination as to whether or not the actions called for have been taken, whether there is relevance/merit in having these resolutions go forward for debate prior to removing them by using the reference to “resolutions of record”; and

**BE IT FURTHER RESOLVED** that when a determination of “resolution of record” is made that there be a rationale that accompanies the decision that also advises of the actions taken to address the issues; whether the issue has been resolved; and/or what is the current status of actions; and

**17-315** **BE IT RESOLVED** THAT UCTE advise the members of UCTE’s practice of not using the employers email system and the rationale; and

**BE IT FURTHER RESOLVED** THAT all Local Executives stop using employers email systems when conducting confidential labour relations/grievance issues.

- 14-101** **BE IT RESOLVED THAT** UCTE implement a percentage increase based on an average of \$1.00 per member per month dues increase only at such time that the UCTE membership drops below 7,400 members for three consecutive months.
- BE IT FURTHER RESOLVED THAT** should the membership rise back above the threshold of 7,400 members for three consecutive months, this increase will be reversed.
- BE IT FURTHER RESOLVED THAT** a letter be sent to all Locals advising them of any changes to dues one month in advance.
- 14-302** **BE IT RESOLVED** that UCTE, through the PSAC, campaign to promote an awareness of Anti-Gay Laws and the Violence against the LGBTQ community happening in Russia and other countries; and
- BE IT FURTHER RESOLVED** that UCTE/PSAC work with the Federation of Labour and the Canadian Labour Congress to support the campaign against Hate Crimes, Violence and Anti-Gay Action in Russia and other Countries.
- 14-305** **BE IT RESOLVED** that UCTE/PSAC undertake a campaign to reinforce our collective agreement; and
- BE IT FURTHER RESOLVED** that UCTE/PSAC treat our Local representatives the same way that they treat staff by helping to protect them from management's tactics.
- 14-306** **BE IT RESOLVED** that UCTE/PSAC compile a list of services available to our Members, by region; and
- BE IT FURTHER RESOLVED** that UCTE/PSAC provide all members with access to these lists by posting them on their respective websites; and
- BE IT FURTHER RESOLVED** that UCTE/PSAC campaign the government to provide these lists on their websites.
- 14-308** **BE IT RESOLVED** that UCTE/PSAC aggressively campaign to stop the hiring of students to perform our bargaining unit work and instead hire unionized employees.
- 14-309-A** **BE IT RESOLVED** that UCTE/PSAC lobby appropriate levels of employer governments and separate employers to introduce a Scent-free policy to protect all members.

**14-309-B** **BE IT FURTHER RESOLVED** that UCTE/PSAC place priority lobby to introduce legislation requiring appropriate levels of employer governments and separate employers to create and implement Scent-free legislation for their employees that covers all worksites; and

**BE IT FURTHER RESOLVED** that any legislation on Scent-free workplaces call for education for both managers and employees.

**14-310** **BE IT RESOLVED** that UCTE/PSAC develop an information booklet that assists the union with:

- Strong anti-violence collective agreement language that clearly defines bullying in all its forms as harassment and violence
- Knowledge and training to help unions monitor their employer's compliance to collective agreements as well as pertinent legislation and regulations
- The promotion of violence-free workplaces for all workers
- Training that ensures that workers are aware of anti-bullying in the workplace
- The assurance that all bullying incidents will be reported, investigated and documented.

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**combined** **BE IT RESOLVED** that UCTE refer to PSAC that a Memorandum of Understanding be entered into with the employer allowing Local executives to communicate with their members using the employers e-mail system

**BE IT RESOLVED** that UCTE will lobby PSAC to accelerate the classification grievance process.

**BE IT RESOLVED** that UCTE will lobby PSAC to accelerate the adjudication/arbitration process for grievances.

**14-316** **BE IT RESOLVED** that UCTE will encourage members and the population to use active transportation; and

**BE IT FURTHER RESOLVED** that UCTE will use its web site to promote active transportation.

**14-318** **BE IT RESOLVED THAT** the PSAC, in consultation with the Components representing safety inspectors, will develop a presentation document outlining the important role of federal safety inspectors (and other public servants), in promoting and protecting safety standards in Canada, and make it available to all locals, and to the public, to increase awareness on the important role of federal safety inspectors in promoting and protecting safety standards in Canada; and

**BE IT FURTHER RESOLVED THAT** UCTE will work with the PSAC to develop the document.

**08-301** **BE IT RESOLVED** that UCTE fully implement the communications policy that was adopted at the UCTE 13<sup>th</sup> Triennial Convention as repeated below;

*“BE IT RESOLVED that UCTE adopt the following policy*

- *That all UCTE staff and officers will return telephone calls within 48hrs of receipt of call except in exceptional circumstances; and*

BE IT FURTHER RESOLVED that all written correspondence that requires a response be replied to within one week of receipt; and

*BE IT FURTHER RESOLVED that all UCTE staff and officers indicate any absences from the office of more than 48hrs on telephone voice message and e-mail out-of-office message.”*

AND

**BE IT FURTHER RESOLVED** that this policy be applicable to UCTE Regional Vice Presidents.

**08-314** **BE IT RESOLVED** that UCTE Regional and National Officers keep Locals informed of campaigns, employer issues and actions, intra- and inter-organizational initiatives, via email, posting on the UCTE website and hardcopy letter and where practical, that Locals be solicited to provide their input, experiences and opinions.

**08-318** **BE IT RESOLVED** that UCTE and the PSAC vigorously encourage all members to fax, write and e-mail the Prime Minister to terminate unfair trade policies that continue to destroy our manufacturing jobs, exploit foreign workers and allow for toxic imports to harm Canadians and more specifically, our children; and

**BE IT FURTHER RESOLVED** that UCTE re-affirm our commitment to **“BUY UNION, BUY CANADIAN”**.

**08-321** **BE IT RESOLVED** that UCTE / PSAC through the Canadian Labour Congress (CLC) develop a feasibility study and actively pursue a Union Privilege Program which would provide all Union members with reduced costs for consumables and services by promoting through our organized employers the provision of reduced rates for all union affiliated members; and thereby ensuring that our employers remain profitable and our members remain employed in jobs worth fighting for.

- 08-327** **BE IT RESOLVED** that UCTE add “green” to our Buy Union, Buy Canadian policy to now read: Buy Union, Buy Canadian and Buy Green.
- 05-300** **BE IT RESOLVED** that UCTE/PSAC/CLC and Federations of Labour work with political allies and coalition partners to pressure government at all levels in Canada to build public housing, provide jobs for the unemployed, and re-instate outreach and creative programs to help to restore the dignity of people in need.
- 05-301** **BE IT RESOLVED** that UCTE/PSAC work with the Canadian Labour Congress to push to maintain and re-establish where needed public control over public energy & water resources.
- 05-304** **BE IT RESOLVED** that UCTE/PSAC lobby Federal and Provincial governments to support the Canadian Health Care Coalition Campaign to fully fund home support and residential programs for elder care.
- 05-305** **BE IT RESOLVED** that UCTE/PSAC lobby the government at all levels to initiate a funding formula that reflects the needs to provide care and to fund long care term facilities accordingly.
- 05-306 (b)(i)** **BE IT RESOLVED** that UCTE/PSAC aggressively engage in promoting the use of public transit to their members, including exploring options of engaging in bulk purchase of transit passes at the workplace.
- 05-307** **BE IT RESOLVED** that UCTE/PSAC demand that the Federal Government increase EI benefit payments, extend the EI benefit period, and adopt a more reasonable approach to qualification for EI benefits.
- 05-308** **BE IT RESOLVED** that UCTE/PSAC demand that the Federal Government change the legislation so that vacation pay and severance is not used as income to disqualify claimants from EI benefits.
- 05-309** **BE IT RESOLVED** that UCTE/PSAC lobby the Federal Government to make changes to the CPP to allow the age of entitlement to be reduced from age 65 to age 60 with full Federal Pension Benefits and for reduced benefits at age 55.
- 05-310** **BE IT RESOLVED** that UCTE/PSAC lobby the Federal Government to make the National Day of Mourning, April 28<sup>th</sup>, a National Statutory Holiday.
- 05-312 (a)** **BE IT RESOLVED THAT** it be a policy of UCTE to honour those members who have died on the job by having a moment of silence at the beginning of all UCTE conventions and conferences.

- 05-318** **BE IT RESOLVED** that the UCTE pressure the PSAC so that it pressure federal Members of Parliament to have the house of Commons adopt anti-scab legislation.
- 05-319** **BE IT RESOLVED** that UCTE/PSAC lobby government at all levels to assign stable funding for BEST Programs.
- 05-321** **BE IT RESOLVED** that UCTE and PSAC mount an “aggressive” campaign to force employers to stop hiring casual workers, contractors and hire unionized employees; and
- BE IT RESOLVED** that UCTE and PSAC aggressively campaign to stop the hiring of co-op students where these students are used to replace our members; that UCTE and PSAC work together to ensure that student employment does not further reduce and eliminate unionized jobs; and
- BE IT FURTHER RESOLVED** that PSAC and UCTE actively police and enforce any agreements that exist between Departments/Public Service Commission on the hiring of casuals, contractors, and students.
- 05-322** **BE IT RESOLVED** that UCTE/PSAC undertake a campaign to enforce a policy that any company or person providing contracting or sub-contracting services to a Union workplace, be legitimately unionized.
- 05-326** **BE IT RESOLVED** that the UCTE pressure the Assistant Deputy Minister, Human Resources, for the SC group to be reclassified at a higher level that is more in line with their certificate of competency.
- 05-327** **BE IT RESOLVED** that the UCTE pressure the PSAC to ensure that all the Locals that are under the Treasury Board have the necessary training after this Act is implemented as it deals with the following procedures: **classification, transfers, negotiation, designation**, essential services...
- 05-328** **BE IT RESOLVED** that UCTE immediately lobby PSAC for UCTE representation on some of these committees, including but not limited to, the Two-Tier Bargaining Committee.
- 05-335** **BE IT RESOLVED** that the National Office will endeavor to respond to members’ problems, concerns or requests directly in a reasonable period of time.
- 05-339** **BE IT RESOLVED** that completed membership application forms be processed through the UCTE National Office before being forwarded to the PSAC.

- 02-300** **BE IT RESOLVED THAT** the Union of Canadian Transportation Employees will commence lobbying diligently for new amendments to the Canada Labour Code, Part I, prohibiting, in the event of a work disruption, in all instances, the employer from hiring or utilizing replacement workers for any portion of work in the bargaining unit for the duration of the work disruption.
- 02-304** **BE IT RESOLVED THAT** the UCTE and the PSAC campaign to force Federal Government Departments to stop hiring casuals, contractors, and hire unionized employees.
- BE IT FURTHER RESOLVED THAT** the UCTE and the PSAC campaign to stop the hiring of co-op students to replace our members; that UCTE and the PSAC work together to ensure that student employment does not eliminate unionized jobs.
- 02-305** **BE IT RESOLVED THAT** the UCTE and the PSAC immediately pursue an aggressive campaign aimed at identifying and eliminating the use of contracting out and/or outsourcing.
- 02-313** **BE IT RESOLVED THAT** the UCTE not support at the PSAC Convention any efforts of the PSAC to close any regional offices.
- 99-304** **BE IT RESOLVED THAT** UCTE provide the proposed designation lists to Locals for their recommendations prior to approval of designation.
- 99-306** **BE IT FURTHER RESOLVED THAT** UCTE notify any Local that has had members transferred to another local;
- BE IT FURTHER RESOLVED THAT** all affected locals be notified prior to any transfer of membership;
- BE IT ALSO RESOLVED THAT** any movement of membership be for a reasonable and just cause.
- 99-312** **BE IT RESOLVED THAT** UCTE provide regular updates to the members by posting it to this WEB page.
- BE IT FURTHER RESOLVED THAT** UCTE forward all information by electronic mail and/or facsimile that is published on this WEB Page to Local Executives concurrent with it being posted on the Internet.
- 99-340** **BE IT RESOLVED THAT** the Association of Public Service Alliance Retirees (APSAR) be notified of all planned Component Conventions and Conferences (national and regional), and that APSAR representatives be invited to attend as guests all such functions.

- 96-302** BE IT RESOLVED THAT the National Office respond to all written correspondence within 30 days of receipt;
- BE IT FURTHER RESOLVED THAT all Locals be provided with full details of all major transitions and restructures on an on-going basis.
- 96-303** BE IT RESOLVED THAT the Union of Canadian Transport Employees make all necessary efforts so that we can continue to be represented by the UCTE in the future.
- 96-304** BE IT RESOLVED THAT upon written request of a Local, the verbatim be provided within 60 days of receipt of request.
- 96-308** BE IT RESOLVED THAT mailing lists for bulletins, Parlons Syndicat, etc... are revised twice a year;
- BE IT FURTHER RESOLVED THAT the revisions to the mailing lists are communicated to the PSAC.
- 96-311** BE IT RESOLVED THAT Regulation I, Section 7 be modified as follows:  
“The minutes and text of decisions made shall be sent to Locals within 30 days of National Executive meetings.”
- 96-317** BE IT RESOLVED THAT the UCTE be required to take a vote of the membership that is going private to see if they wish to stay with their present Local or to form a new Local.
- 96-329** BE IT RESOLVED THAT all Locals be supplied with other UCTE Locals and UCTE Head Office Internet addresses.
- 96-340** BE IT RESOLVED THAT the PSAC, Components or Locals shall not allow or fund any group, committee or other organization which uses discrimination as a basis of their group.
- 96-352** BE IT RESOLVED THAT employee evaluations be prepared that don't discriminate by measuring against the able, or the ideal, but according to the capacities of the members with disability, and that they be printed in alternate media.
- 93-329** BE IT RESOLVED THAT the UCTE request that Transport Canada allow shop stewards to participate in the implementation of new programs established by the employer.
- 93-331** BE IT RESOLVED THAT the UCTE keep a record of all costs incurred for services that should be supplied by the Alliance; and

BE IT FURTHER RESOLVED THAT the UCTE take whatever steps necessary to recover these monies.

**93-400** BE IT RESOLVED THAT our Union, UCTE, and the PSAC, our bargaining agent, make all efforts and pressure the federal government to change to another insurance company.

**90-326** BE IT RESOLVED THAT UCTE re-negotiate the terms of reference for UMCs to ensure that members of bargaining units do not represent management at these meetings.

**90-366** BE IT RESOLVED THAT Locals which have been certified, but lack a contract, upon the National Executive's approval, be allowed to participate in all Component's affairs.

**90-367** BE IT FURTHER RESOLVED THAT an appropriate book be obtained to list the names of all other recipients of UCTE Awards.

BE IT FURTHER RESOLVED THAT a suitable plaque be obtained for the names of those members who have lost their lives while on duty and that the plaque be placed in a place of honour in our National Office.

**90-370** BE IT RESOLVED THAT local officers and shop stewards be requested to attend the shop steward course at the earliest opportunity.

**87-223** BE IT RESOLVED THAT UCTE shall refrain from engaging in the practice of presenting the Regional Conferences strictly as educational courses, and

BE IT FURTHER RESOLVED THAT the agenda of the Regional Conference be decided by the Regional Vice-Presidents in consultation with the National Executive and the Local Executive Officers in the Region, and

BE IT FURTHER RESOLVED THAT the President of UCTE shall chair such conferences and the secretary to the President shall keep minutes of each conference and supply a copy of the minutes to each Local within UCTE.

**87-241** BE IT RESOLVED THAT when in need of disability insurance, advice and counselling, by way of an appointed person, should be provided to either a long term sick employee or his/her spouse with regards to:

- when, where, what, why and how to apply for D.I. benefits; and
- when pitfalls, obstacles, etc. to be expected.

BE IT FURTHER RESOLVED THAT the best possible assistance should be made available.