

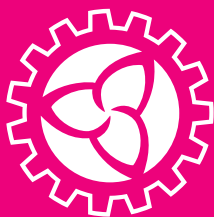
**DIVERSITY  
IS OUR  
STRENGTH**

**20  
26**

**10<sup>TH</sup> TRIENNIAL  
CONVENTION**

**JUNE 12 - 14**

**RESOLUTIONS**



**PSAC · Ontario**  
Public Service Alliance of Canada

## TABLE OF CONTENTS

### BYLAWS RESOLUTIONS

REPORT OF THE BYLAWS COMMITTEE	1
RESOLUTION B-5: RESOLUTION TO DISCONTINUE USE OF THE TERMS “SECRETARY” AND “CHIEF”	2
RESOLUTION B-2: MEMBERS IN GOOD STANDING	3
RESOLUTION B-7: RECOGNITION OF BLACK WORKERS AS A DISTINCT EQUITY SEEKING GROUP	4
RESOLUTION B-8: RECOGNITION OF BLACK WORKERS AS A DISTINCT EQUITY-SEEKING GROUP	5
RESOLUTION B-3: CREATE BLACK MEMBERS ACTION COMMITTEE	6
RESOLUTION B-6: SUPPORTING TWO DELEGATES PER EQUITY COMMITTEE IN GOOD STANDING TO ATTEND PSAC REGIONAL CONFERENCES	7

### GENERAL RESOLUTIONS

GENERAL RESOLUTIONS REPORT	8
RESOLUTION G-37: REGIONAL CONFERENCES FOR INDIGENOUS MEMBERS	11
COMPOSITE RESOLUTION G-18: REGIONAL CONFERENCES FOR MEMBERS WITH DISABILITIES	12
RESOLUTION G-36: REGIONAL CONFERENCES FOR 2SLGBTQIA+ MEMBERS	13
RESOLUTION G-39: REGIONAL CONFERENCES FOR YOUNG WORKERS	14
RESOLUTION G-13A: CONFERENCE AND CONVENTION ACCESSIBILITY	15
RESOLUTION G-11: PSAC ONTARIO RESOLUTIONS OF RECORD	16

<b>RESOLUTION G-21 ACCESS TO MEETING MINUTES</b>	<b>17</b>
<b>RESOLUTION G-42: INDIGENOUS CONSULTATION FIRST</b>	<b>18</b>
<b>COMPOSITE RESOLUTION G-48A: RESOLUTION ON HOTEL ACCOMMODATIONS AND REGIONAL COURSE ACCESS</b>	<b>19</b>
<b>RESOLUTION G-50A: INCREASING DEBATE TIME FOR RESOLUTIONS AT ONTARIO REGIONAL CONFERENCES</b>	<b>20</b>
<b>COMPOSITE RESOLUTION G-12A: END AGEISM IN THE WORKPLACE</b>	<b>21</b>
<b>RESOLUTION G-28: MENSTRUAL PRODUCT ACCESS</b>	<b>22</b>
<b>RESOLUTION G-23: BANKING &amp; FINANCIAL INSTITUTION SELECTION</b>	<b>23</b>
<b>RESOLUTION G-32: ROTATION OF COUNCIL MEETING LOCATIONS</b>	<b>24</b>
<b>RESOLUTION G-25: ESTABLISHMENT OF A PSAC AWARD FOR OUTSTANDING MEMBER CONTRIBUTION</b>	<b>25</b>
<b>COMPOSITE RESOLUTION G-16B: ADVANCING TRAINING MATERIALS</b>	<b>26</b>
<b>RESOLUTION G-29: ONTARIO NATIONAL AREA COUNCIL MEETINGS</b>	<b>27</b>
<b>RESOLUTION G-4: ESTABLISHING A PSAC ONTARIO MENTORSHIP PROGRAM</b>	<b>28</b>
<b>RESOLUTION G-33: TRAUMA SUPPORT THROUGH TRADITIONAL INDIGENOUS HEALING</b>	<b>29</b>
<b>RESOLUTION G-27: MANDATORY INDIGENOUS CONSULTATION</b>	<b>30</b>
<b>COMPOSITE RESOLUTION G-49A: CLIMATE CRISIS SUMMIT</b>	<b>31</b>
<b>RESOLUTION G-3: HONOURING DR. JAMES CALBERT (CAL) BEST: NAMING ONTARIO REGIONAL BOARDROOMS IN RECOGNITION OF A FOUNDING LEADER</b>	<b>32</b>
<b>COMPOSITE RESOLUTION G-1A: RESOLUTION ON HOTEL ACCOMMODATIONS AND REGIONAL COURSE ACCESS</b>	<b>33</b>
<b>RESOLUTION G-10: SUPPORT FOR SUDAN</b>	<b>34</b>
<b>RESOLUTION G-14: PALESTINE EDUCATION THE COMMITTEE RECOMMENDS</b>	<b>35</b>

<b>RESOLUTION G-8: DECLARE ALL GOODS AND SERVICES FROM ISRAEL HOT CARGO</b>	<b>36</b>
<b>RESOLUTION G-2: FUNDING THE BUILDING LEADERSHIP KNOWLEDGE (BLK) SUMMIT FOR BLACK FEDERAL PUBLIC SERVICE WORKERS</b>	<b>37</b>
<b>RESOLUTION G-5: NATIONAL FUNDING FOR REGIONAL YOUNG WORKERS SUMMITS / CONFERENCES</b>	<b>38</b>
<b>COMPOSITE RESOLUTION G-6: FINANCIAL LITERACY AND DEBT MANAGEMENT EDUCATION</b>	<b>39</b>
<b>RESOLUTION G-7: RECURRING PSAC ONTARIO YOUNG WORKERS SUMMIT</b>	<b>40</b>
<b>RESOLUTION G-9: UNIVERSAL HEALTHCARE FOR ALL</b>	<b>41</b>
<b>COMPOSITE RESOLUTION G-13B: CONFERENCE AND CONVENTION ACCESSIBILITY</b>	<b>42</b>
<b>RESOLUTION G-15: PRIVACY TRAINING FOR ALL MEMBERS</b>	<b>43</b>
<b>COMPOSITE RESOLUTION G-16A: ADVANCING TRAINING MATERIALS</b>	<b>44</b>
<b>COMPOSITE RESOLUTION G-19: MENTAL HEALTH SUPPORT</b>	<b>45</b>
<b>RESOLUTION G-20: USE OF TRIO FUNDING BY AREA COUNCILS &amp; COMMITTEES</b>	<b>46</b>
<b>RESOLUTION G-22: ACCOMMODATIONS FOR MEMBERS TRAVELLING LONG DISTANCES FOR TRAINING</b>	<b>47</b>
<b>RESOLUTION G-26: LOBBY FOR PROTECTION AND USE OF FEDERAL PUBLIC SERVICE PENSION FUNDS</b>	<b>49</b>
<b>RESOLUTION G-30: PERMANENT BUDGET LINE ITEM FOR THE INDIGENOUS GATHERING IN ONTARIO</b>	<b>50</b>
<b>RESOLUTION G-31: PROVISION OF OFFICIAL EMAIL ACCOUNTS FOR COUNCIL MEMBERS</b>	<b>51</b>
<b>RESOLUTION G-34: SUPPORT THE MENTAL HEALTH AND WELLBEING OF IRANIAN MEMBERS</b>	<b>52</b>

<b>RESOLUTION G-45: BAN THE SUPPORT OF NON-DISCLOSURE AGREEMENTS IN GRIEVANCE REPRESENTATION</b>	<b>56</b>
<b>COMPOSITE RESOLUTION G-50B: INCREASING DEBATE TIME FOR RESOLUTIONS AT ONTARIO REGIONAL CONFERENCES</b>	<b>59</b>
<b>RESOLUTION G-51: NAMING PSAC ONTARIO MAIN BOARDROOM IN HONOUR OF CALBERT BEST</b>	<b>60</b>
<b>RESOLUTION G-52: PROTECTING OSAP AND SUPPORTING ONTARIO'S FUTURE</b>	<b>61</b>

## REPORT OF THE BYLAWS COMMITTEE

The committee met April 13, 2026 and debated eight (8) Resolutions. The resolutions are listed in priority as established by the By-Law Committee.

Chair: Doron Jacob– Region 5

Representative Members: Pierre Larocque – Region 2 Representative  
 Emily Green – Region 1 Representative  
 Terry McGillivray – MDAC Representative  
 Sara Johnson – Region 4 Representative

Resource Persons: Sandra Goodick – Regional Representative  
 (Thunder Bay)  
 Tammy Lucas – Administrative Assistant  
 (Kingston)

<b>Resolution #</b>	<b>Originator (Sending Body)</b>
<b>Concurrence</b>	
B-5	Ontario Regional Council
B-2	Kingston Area Council Hamilton MDAC Kingston RWC
B-7	Southwestern Racialized Members Committee
B-8	UTE Local 18
<b>Non- Concurrence</b>	
B-3	Kingston Racialized Members Committee
B-6	Southwestern Racialized Members Committee

## Resolution B-5: RESOLUTION TO DISCONTINUE USE OF THE TERMS “SECRETARY” AND “CHIEF”

The committee recommends concurrence

**BE IT RESOLVED** that, effective immediately, “secretary” will be replaced with “Administrator” and “chief” with “Lead” in all PSAC documents, communications, job descriptions, and titles;

**BE IT FURTHER RESOLVED** that all existing references will be reviewed and updated to align with equity, inclusion, and respect.

**Rationale:** We are seeking to foster and create an inclusive culture as the language we use matters. Outdated culturally insensitive or derogatory terms undermines that work.

## Resolution B-2: MEMBERS IN GOOD STANDING

The committee recommends concurrence

(Which covers B-1 and B-4)

**BE IT RESOLVED:** members who are on leave or engaged in arbitration proceedings where Union dues are not being deducted from payroll, shall remain in good standing until they either return to work or arbitration is concluded.

**RATIONALE:** Combining Resolutions B1 and B4 with this Resolution as similar wording. As a body promoting solidarity and inclusion, PSAC strives to enhance its members quality of life, PSAC has an obligation to stand with all members no matter their circumstance. Although the PSAC constitution allows members on unpaid leave to apply to maintain their MIGS status, this Resolution would remove the requirement for approval, eliminating an internal barrier to access.

## Resolution B-7: RECOGNITION OF BLACK WORKERS AS A DISTINCT EQUITY SEEKING GROUP

The committee recommends concurrence

**BE IT RESOLVED THAT PSAC** lobby the federal government to amend the Employment Equity Act to recognize Black workers as a distinct equity seeking group; and

**BE IT FURTHER RESOLVED THAT PSAC** Ontario formally recognize Black workers as a distinct equity-seeking group within all PSAC Ontario structures, programs, and decision-making processes;

**BE IT FINALLY RESOLVED THAT PSAC** Ontario ensure this recognition is reflected in equity representation, committee structures, education, and leadership development initiatives.

**RATIONALE:** The committee agrees that the PSAC is committed to building an inclusive anti-racism labour movement where diversity is celebrated, and equity is foundational. Recognition and dismantling of the systematic barriers facing black members is integral to this commitment.

## Resolution B-8: RECOGNITION OF BLACK WORKERS AS A DISTINCT EQUITY-SEEKING GROUP

The committee recommends concurrence

**BE IT RESOLVED THAT** PSAC formally recognize Black workers as a distinct equity-seeking group within all union structures, policies, and advocacy; and

**BE IT FURTHER RESOLVED THAT** PSAC lobby the federal government to amend the Employment Equity Act to recognize Black workers as a distinct equity-seeking group; and

**BE IT FURTHER RESOLVED THAT** PSAC allocate funding to develop targeted education, leadership, and mentorship initiatives for Black members; and

**BE IT FINALLY RESOLVED THAT** PSAC collaborate with Black-led organizations to inform and implement this recognition.

**RATIONALE:** The committee agrees that the PSAC is committed to building an inclusive anti-racism labour movement where diversity is celebrated, and equity is foundational. Recognition and dismantling of the systematic barriers facing black members is integral to this commitment. We support an implementation of a Black-centered lens in union work.

## Resolution B-3: CREATE BLACK MEMBERS ACTION COMMITTEE

The committee recommends non-concurrence

**BE IT RESOLVED THAT** PSAC recognize the strategic organizing needs of Black members within the Union.

**BE IT RESOLVED THAT** PSAC creates Black Members Action Committee to provide dedicated, and strategic space for Black members to organize against anti-Black racism.

**BE IT FINALLY RESOLVED THAT** PSAC allocate representation rights, and educational resources to support the effective organizing of Black members to strengthen targeted strategies to combat Anti-Black racism within the Union and workplaces.

**RATIONALE:** The committee recognizes the unique realities of Anti-black racism and supports the creation of a black members action committee however the Resolution is unclear, particularly the phrase “allocate representation rights.”

## Resolution B-6: SUPPORTING TWO DELEGATES PER EQUITY COMMITTEE IN GOOD STANDING TO ATTEND PSAC REGIONAL CONFERENCES

The committee recommends non-concurrence

**BE IT RESOLVED THAT** the sending body allocate two delegate seats, ensuring one is from an Equity Committee in good standing to attend their respective Regional Conferences;

**BE IT FURTHER RESOLVED THAT** the sending body ensure appropriate funding, release time, and logistical support to enable full participation of these delegates;

**BE IT FINALLY RESOLVED THAT** this Resolution be forwarded to the appropriate governing body for consideration and implementation.

**RATIONALE:** While the Committee supports increasing equity representation at regional conferences, the Resolution is unclear.

## GENERAL RESOLUTIONS REPORT

The Committee met April 13-17th, 2026 and debated fifty-three (53) Resolutions. The resolutions are listed in priority as established by the General Committee. The General Resolution Report was adopted. Motioned by Michelle Woods and seconded by Anne Duval.

Chair: **Michelle Woods** – Indigenous Members Representative

Members: **Missy Taylor** – Regional Women’s Committees Representative  
**Stephanie Wu** – Young Workers Representative  
**Anne Duval** – Region 2 Representative  
**Chris Snooks** – Region 3 Representative

Resource Persons: **Joan-Ann Gravesande** - Regional Representative (Toronto)  
**Jennifer Wagnell** - Administrative Assistant (Sudbury)

<b>Resolution #</b>	<b>Originating Body</b>
<b>Concurrence</b>	
G-37	Ontario Regional Council
G-18	Hamilton MDAC
G-36	PSAC Ontario Regional Council
G-39	PSAC Ontario Regional Council
G-13A	Hamilton Area Council
G-11	Hamilton Area Council
G-21	Kingston Area Council
G-42	Southwestern Pride
G-48A	UNDE 619
G-50A	UTE Local 18
G-12A	Hamilton Area Council
G-28	Kingston Area Council
G-23	Kingston Area Council
G-32	Kingston Area Council
G-25	Kingston Area Council
G-16B	Hamilton MDAC
G-29	Kingston Area Council

G-4	PSAC Ontario GTA Young Workers Committee
G-33	Kingston Area Council
G-27	Kingston Area Council
G-49A	UPCE 00104
G-3	Customs and Immigration Union (CIU) Local 24
G-1A	Barrie Regional Women's Committee
G-10	Hamilton Area Council
G-14	Hamilton Area Council
G-8	Hamilton Area Council
<b>Non-Concurrence</b>	
G-2	Customs and Immigration Union (CIU) Local 24
G-5	GTA Young Workers
G-6	GTA Young Workers & Hamilton MDAC
G-7	PSAC Ontario GTA Young Workers Committee
G-9	Hamilton Area Council
G-13B	Hamilton Area Council
G-15	PSAC Hamilton Members With Disabilities Access Committee
G-16A	PSAC Hamilton Members With Disabilities Access Committee
G-19	Hamilton MDAC & Kingston Regional Women's Committee
G-20	Kingston Area Council
G-22	Kingston Area Council
G-24	Kingston Area Council
G-26	Kingston Area Council
G-30	Kingston Area Council
G-31	Kingston Area Council
G-34	PSAC Kingston Racialized Members Access Committee
G-41	PSAC Southwestern Pride Committee

G-43	PSAC Southwestern Pride Committee
G-44	PSAC Southwestern Pride Committee
G-45	PSAC Ontario Southwest Racialized Committee
G-46	PSAC Ontario Southwest Racialized Committee
G-47	PSAC Ontario Southwest Racialized Committee
G-50B	Union of Taxation Local 00018
G-51	UTE Local 18
G-52	Union of Taxation Local 00018

## Resolution G-37: REGIONAL CONFERENCES FOR INDIGENOUS MEMBERS

The committee recommends concurrence

**BE IT RESOLVED THAT PSAC** National fund Indigenous Regional Conferences across the country in the upcoming cycle and once in each 3-year cycle going forward; and

**BE IT FURTHER RESOLVED THAT PSAC** use the same funding formula that is being used for the Regional Women's Conferences.

**RATIONALE:** The committee strongly believes Indigenous members deserve their own regional conference as PSAC has been working to protect and defend the rights of Indigenous Peoples in Canada and abroad for decades.

## Composite Resolution G-18: REGIONAL CONFERENCES FOR MEMBERS WITH DISABILITIES

The committee recommends concurrence

**BE IT RESOLVED THAT PSAC National** fund Regional Members with Disabilities Conferences across the country in the upcoming cycle and once in each 3-year cycle going forward; and

**BE IT FURTHER RESOLVED THAT PSAC** use the same funding formula that is being used for the Regional Women's Conferences.

**RATIONALE:** The PSAC is committed to providing a safe space for all equity seeking members. The committee believes that members with disabilities deserve a place with full inclusion, accessibility and dignity.

## Resolution G-36: REGIONAL CONFERENCES FOR 2SLGBTQIA+ MEMBERS

The committee recommends concurrence

**BE IT RESOLVED THAT** PSAC National fund 2SLGBTQIA+ Regional Conferences across the country in the upcoming cycle and once in each 3-year cycle going forward; and

**BE IT FURTHER RESOLVED THAT** PSAC use the same funding formula that is being used for the Regional Women's Conferences.

**RATIONALE:** The PSAC is committed to recognizing and celebrating the contributions of union members from 2SLGBTQIA+ communities. This committee strongly believes that having 2SLGBTQIA+ conferences will allow PSAC to continue their commitment to uplifting this community.

## Resolution G-39: REGIONAL CONFERENCES FOR YOUNG WORKERS

The committee recommends concurrence

**BE IT RESOLVED THAT** PSAC National fund Young Worker Regional Conferences across the country in the upcoming cycle and once in each 3-year cycle going forward; and

**BE IT FURTHER RESOLVED THAT** PSAC use the same funding formula that is being used for the Regional Women's Conferences.

**RATIONALE:** The committee feels continuing to uplift and support Young Workers is vital to succession and the future of the union movement. The committee is also aware that unlike summits, conferences allow for resolution submissions & debate.

## Resolution G-13A: CONFERENCE AND CONVENTION ACCESSIBILITY

The committee recommends concurrence

**BE IT FURTHER RESOLVED** that the PSAC review and implement measures to address accessibility barriers at least one month prior to conferences and conventions; and

**BE IT FINALLY RESOLVED** that the PSAC consult members with disabilities and their relevant communities, committees or councils in their accessibility reviews and audits.

**RATIONALE:** The committee recognizes that PSAC administration already has a policy of accessibility consultation. This resolution further strengthens that policy for the wider membership and further supports PSAC's commitment to consulting members with disabilities.

## Resolution G-11: PSAC ONTARIO RESOLUTIONS OF RECORD

The committee recommends concurrence

**BE IT RESOLVED** that PSAC Ontario prepare and make available online the resolutions of record from its PSAC Ontario Triennial Conventions;

**BE IT FURTHER RESOLVED** that PSAC Ontario update its resolutions of record following future PSAC Ontario Triennial Conventions.

**RATIONALE:** The committee feels making resolutions of record available to members promotes transparency and accountability.

## Resolution G-21 ACCESS TO MEETING MINUTES

The committee recommends concurrence

**BE IT RESOLVED:** All approved minutes from the following groups will be made available online for members:

- Executive Committees
- National Board of Directors
- Ontario Council
- Area Councils
- Committees
- Special Meetings

These minutes will be accessible to any member for reading and sharing, with privacy and confidentiality respected as needed.

**BE IT FURTHER RESOLVED:** that the minutes shall be maintained on a secure platform, such as a protected email server, a members-only website, or another safeguarded digital system, in order to ensure proper access controls and protect sensitive information. This resolution is intended to promote transparency, foster member participation, and reinforce trust within our union.

**RATIONALE:** The committee feels that this resolution is intended to promote transparency, foster member participation, and reinforce trust within our union.

## Resolution G-42: INDIGENOUS CONSULTATION FIRST

The Committee recommends Concurrence

**BE IT RESOLVED** that PSAC must consult the National Indigenous Peoples Circle (NIPC) before any decision or action involving Indigenous members or issues is taken, effective immediately; and,

**BE IT FURTHER RESOLVED** that consultation with NIPC be mandatory, timely and binding on regional leadership; and,

**BE IT FURTHER RESOLVED** that this process be written into PSAC practice to ensure accountability, respect and Indigenous self-determination.

**RATIONALE:** The committee supports the intent of the resolution as this allows for transparency and full inclusion. A written practice will allow for accountability.

## Composite Resolution G-48A: RESOLUTION ON HOTEL ACCOMMODATIONS AND REGIONAL COURSE ACCESS

The Committee recommends Concurrence

**BE IT RESOLVED** that the PSAC Ontario Region shall provide hotel accommodations, or reimbursement in accordance with PSAC Ontario travel policy, for members who reside 80 kilometers or more from the designated course location; and

**BE IT FURTHER RESOLVED** that the PSAC Ontario Region shall make reasonable efforts to offer regional courses in more than one location whenever feasible; and

**RATIONALE:** The committee feels the resolution helps minimize barriers to education and makes PSAC education more accessible.

## Resolution G-50A: INCREASING DEBATE TIME FOR RESOLUTIONS AT ONTARIO REGIONAL CONFERENCES

The committee recommends concurrence

**BE IT RESOLVED THAT** PSAC Ontario increase the minimum dedicated time for resolution debate at all Ontario Regional Conferences to ensure equitable and thorough discussion;

**RATIONALE:** The committee feels this gives more time for members to debate the business of the conference. The committee feels providing more time for members to debate the business of the conference increases the participation and build a stronger union movements, as resolutions can only be adopted at conferences or conventions.

## Composite Resolution G-12A: END AGEISM IN THE WORKPLACE

The committee recommends concurrence

**BE IT RESOLVED** that PSAC actively work to eliminate age discrimination in the workplace by advocating for stronger federal workplace protections and policies;

**BE IT FURTHER RESOLVED** that PSAC provide training and resources to educate members and employers on the impacts of ageism and promote fair and equitable employment practices;

**RATIONALE:** The PSAC is committed to condemning and fighting all forms of discrimination. The committee believes ageism affects everyone in the workplace, young and old.

## Resolution G-28: MENSTRUAL PRODUCT ACCESS

The committee recommends concurrence

**BE IT RESOLVED:** that PSAC Ontario will request donations of menstrual products from participants at all conferences, education sessions, summits, conventions, and all other gathering. PSAC Ontario will coordinate the collection and shipment of donated products to northern communities, and/or grassroots organizations within the local communities to support equitable access for all who menstruate.

**RATIONALE:** PSAC is committed to equity and inclusion. This resolution addresses an issue that promotes inclusion and dignity.

## Resolution G-23: BANKING & FINANCIAL INSTITUTION SELECTION

The committee recommends concurrence

**BE IT RESOLVED:** The requirement to use a credit union for union banking is removed.

Further, area councils, committees, and locals may open accounts with any financial institution—bank or credit union—offering the lowest cost and best service.

The primary criterion for selecting a financial institution shall be minimizing fees and costs to members.

**RATIONALE:** The committee supports this resolution as it provides the decision-making capability to select the financial institution that best suits their needs.

## Resolution G-32: ROTATION OF COUNCIL MEETING LOCATIONS

The committee recommends concurrence

**BE IT RESOLVED:** Council meetings will alternate between regional offices throughout Ontario.

**BE IT FURTHER RESOLVED:** that regional offices will rotate hosting Council meetings, so gatherings occur throughout the province, not just in Toronto.

**BE IT FURTHER RESOLVED:** that this rotation will be implemented at all regularly scheduled Council meetings throughout the calendar year.

**RATIONALE:** The committee believes that alternating locations will allow membership greater access and connection to Ontario Council and build solidarity.

## Resolution G-25: ESTABLISHMENT OF A PSAC AWARD FOR OUTSTANDING MEMBER CONTRIBUTION

The Committee recommends Concurrence

**BE IT RESOLVED:** that PSAC create an annual award to honour exceptional members for their achievements in political action, involvement in councils and committees, and dedicated service to fellow members; and

**BE IT FURTHER RESOLVED:** that PSAC create transparent criteria and a fair nomination process for regional and equity representation, and present the award at a PSAC event, convention, or recognition gathering.

**RATIONALE:** The committee supports the intent of this resolution and feels that honouring members for their commitment and dedication to the labour movement is a form of recognition.

## Composite Resolution G-16B: ADVANCING TRAINING MATERIALS

The committee recommends concurrence

**BE IT FURTHER** resolved that PSAC National create and distribute learning material specifically related to members with visible and invisible disabilities.

**RATIONALE:** The committee feels education on both visible and invisible disabilities is warranted and important to addressing barriers to participation and inclusion.

## Resolution G-29: ONTARIO NATIONAL AREA COUNCIL MEETINGS

The committee recommends concurrence

**BE IT RESOLVED:** PSAC Ontario will host three online Area Council meetings annually to promote accessibility, lower expenses, and increase participation from all Area Councils in Ontario.

**BE IT FURTHER RESOLVED:** that these meetings are held to share information, coordinate strategies, and keep all Area Councils aligned and informed about current and upcoming issues affecting PSAC members.

**RATIONALE:** The committee recognizes that the Ontario Region holds ad hoc meetings with Area Councils. However, this resolution will ensure a coordinated and regularly scheduled approach to meetings and information sharing.

## Resolution G-4: ESTABLISHING A PSAC ONTARIO MENTORSHIP PROGRAM

The committee recommends concurrence

**BE IT RESOLVED THAT** PSAC Ontario develop a formal Mentorship Framework that pairs experienced union activists with young workers (aged 35 and under) and new members; and

**BE IT FURTHER RESOLVED THAT** PSAC Ontario provide training materials and resources for mentors to effectively support mentees in navigating local structures, attending conventions, and taking on steward or executive roles.

**RATIONALE:** The committee believes mentorship is a key foundation of a union's learning and continued education up to and including, succession planning.

## Resolution G-33: TRAUMA SUPPORT THROUGH TRADITIONAL INDIGENOUS HEALING

The committee recommends concurrence

**BE IT RESOLVED:** that the Public Service Alliance of Canada commit to expanding current support programs to include traditional Indigenous practitioners who provide culturally based healing services.

**BE IT FURTHER RESOLVED:** that PSAC advocate for employer provided assistance programs to adopt and recognize traditional Indigenous healing practices as valid and accessible supports for Indigenous members.

**RATIONALE:** The committee recognizes that healing is different for each person, and this resolution recognizes that there is a need for traditional Indigenous healing practices, which acknowledge dignity and inclusion.

## Resolution G-27: MANDATORY INDIGENOUS CONSULTATION

The committee recommends concurrence

**BE IT RESOLVED:** that the Public Service Alliance of Canada consult the National Indigenous Peoples' Circle (NIPC) before any decision or action is taken that involves Indigenous members or Indigenous related issues. Consultation with the NIPC be mandatory, timely, and binding on both national and regional leadership. This consultation process be formally written into the PSAC Constitution and bylaws to ensure accountability, respect, and the advancement of Indigenous self-determination.

**RATIONALE:** NIPC was created to give Indigenous members an opportunity to discuss issues affecting their workplaces and communities. Therefore, the committee feels that consultation with NIPC will ensure best practices are implemented and that Indigenous voices will be heard.

## Composite Resolution G-49A: CLIMATE CRISIS SUMMIT

The committee recommends concurrence

**BE IT RESOLVED** that the PSAC ensure a climate crisis summit is created to educate and support members and PSAC to reduce their carbon footprint.

**RATIONALE:** The committee believes education concerning the current climate crisis is imperative.

## Resolution G-3: HONOURING DR. JAMES CALBERT (CAL) BEST: NAMING ONTARIO REGIONAL BOARDROOMS IN RECOGNITION OF A FOUNDING LEADER

The committee recommends concurrence

**BE IT RESOLVED:** PSAC Ontario Region name the main boardroom in each regional office “Dr. J. Calbert (Cal) Best,” with signage and a commemorative plaque or biography.

**BE IT FURTHER RESOLVED** THAT PSAC integrate Cal Best’s legacy into member education materials;

**RATIONALE:** The committee believes this is an honourable and welcome initiative. The committee agrees and is in full support with the intent of the resolution.

## Composite Resolution G-1A: RESOLUTION ON HOTEL ACCOMMODATIONS AND REGIONAL COURSE ACCESS

The committee recommends concurrence

**BE IT RESOLVED** that PSAC Ontario shall provide hotel accommodations, or reimbursement in accordance with PSAC Ontario policy, for members who reside 80 kilometers or more from the designated course location; and

**BE IT FURTHER RESOLVED** that PSAC Ontario shall make reasonable efforts to offer regional courses in more than one location whenever feasible; and

**RATIONALE:** The committee feels the resolution helps minimize barriers to education and makes PSAC education more accessible. This resolution is better captured under resolution 48.

## Resolution G-10: SUPPORT FOR SUDAN

The committee recommends concurrence

**BE IT RESOLVED** that PSAC support the boycott, divestment and sanctions movement against the UAE;

**BE IT FURTHER RESOLVED** that PSAC declare arms shipments to UAE as “hot cargo”;

**BE IT FINALLY RESOLVED** that PSAC demand the Canadian government impose an arms embargo on the UAE.

**RATIONALE:** The committee supports the intent of the resolution.

## Resolution G-14: PALESTINE EDUCATION

The committee recommends concurrence

**BE IT RESOLVED THAT** the PSAC will conduct member education on the history of Israel's occupation and colonization of Palestine, Canada's complicity, and labour's role to support a just peace.

**RATIONALE:** The committee agrees with the intent of the resolution.

## Resolution G-8: DECLARE ALL GOODS AND SERVICES FROM ISRAEL HOT CARGO

The Committee recommends Concurrence

**BE IT RESOLVED** that the PSAC demand the Canadian Labour Congress declare trade, services and relationships with Israel to be “hot cargo” and to cut ties with the Histadrut.

**BE IT FURTHER RESOLVED** that the PSAC declare arms shipments to Israel to be “hot cargo,” not to be touched by workers of conscience.

**RATIONALE:** The committee agrees with the intent of the resolution.

(Recorded Against: Chris Snooks)

## Resolution G-2: FUNDING THE BUILDING LEADERSHIP KNOWLEDGE (BLK) SUMMIT FOR BLACK FEDERAL PUBLIC SERVICE WORKERS

The Committee recommends Non-concurrence

**BE IT RESOLVED:** that PSAC Ontario Region host and fully fund the Building Leadership Knowledge (BLK) Summit tri-annually as part of its equity and leadership programming, similar to the Racialized conference, starting no later than 2027 and that PSAC Ontario Region work with black-led committees and past organizers to maintain its integrity.

**RATIONALE:** The resolution as written is unclear. Also, Ontario region is not a funding body.

## Resolution G-5: NATIONAL FUNDING FOR REGIONAL YOUNG WORKERS SUMMITS / CONFERENCES

The committee recommends non-concurrence

**BE IT RESOLVED THAT** PSAC National fully fund Regional Young Workers Summits/Conferences across the country, once every triennial cycle; and

**BE IT FURTHER RESOLVED THAT** this funding include the cost of delegate travel, loss of salary, and accommodation, consistent with the funding model of other nationally funded regional conferences.

**RATIONALE:** The intent is unclear as summits and conferences are distinctly different events. The intent of the resolution is covered under Resolution # 39.

## Composite Resolution G-6: FINANCIAL LITERACY AND DEBT MANAGEMENT EDUCATION

The committee recommends non-concurrence

**BE IT RESOLVED THAT** PSAC Ontario develop and distribute educational resources, such as webinars and digital guides, specifically focused on debt management and financial literacy for members; and

**BE IT FURTHER RESOLVED THAT** these resources be integrated into the PSAC Ontario regional education schedule to ensure all young workers have access to tools for long-term financial security.

**RATIONALE:** The committee acknowledges the intent of this resolution; however, this type of training and education is already available with a number of external organizations such as the OFL and The United Way.

## Resolution G-7: RECURRING PSAC ONTARIO YOUNG WORKERS SUMMIT

The committee recommends non-concurrence

**BE IT RESOLVED THAT** PSAC Ontario organize and host a Young Workers Summit at least once per triennial cycle; and

**BE IT FURTHER RESOLVED THAT** PSAC Ontario allocate the necessary budget and resources to ensure diverse regional representation, focusing on leadership development and succession planning.

**RATIONALE:** The committee ruled this as non-concurrent as the Ontario region is not a funding body. The intent is better captured in resolution 39.

(Recorded Against: Stephanie Wu)

## Resolution G-9: UNIVERSAL HEALTHCARE FOR ALL

The committee recommends non-concurrence

**BE IT RESOLVED** that the PSAC call on federal, provincial and territorial governments to ensure all workers in Canada, including migrant workers, have guaranteed universal healthcare access, including immediate access to health coverage upon arrival, paid sick days, and to address employer interference with appointment scheduling and access to medical records.

**RATIONALE:** The committee fully appreciates and agrees with the intent of the resolution. However as written, it is unclear.

## Composite Resolution G-13B: CONFERENCE AND CONVENTION ACCESSIBILITY

The committee recommends non-concurrence

**THEREFORE BE IT RESOLVED** that the PSAC conduct an accessibility audit of its most recent Conferences and Conventions since January 2023, including travel, accommodations, venues and activities;

**RATIONALE:** The committee feels the resolution, as it is written, is unclear.

## Resolution G-15: PRIVACY TRAINING FOR ALL MEMBERS

The committee recommends non-concurrence

**BE IT RESOLVED** that PSAC National advocates for training and/or education in regard to the privacy of members who have an active duty to accommodate.

**BE IT FURTHER RESOLVED** that PSAC create and distribute training material on the need for privacy as part of the Duty to Accommodate process to all members.

**BE IT FURTHER RESOLVED** that PSAC make this material a mandatory training for all its union stewards.

**RATIONALE:** The first and second Be it Resolves are functions that already exist per legislation. As well, the third Be it Resolved is not clear as written.

## Composite Resolution G-16A: ADVANCING TRAINING MATERIALS

The committee recommends non-concurrence

**BE IT RESOLVED** that PSAC National advocates for training and education in regards to members with visible and invisible disabilities to be provided to all members in the workplace.

**BE IT FURTHER RESOLVED** that PSAC encourages all members who have at least one person with a visible or invisible disability on their team to receive training on visible and invisible disabilities.

**RATIONALE:** The resolution as written, is unclear. The intent may affect the privacy of members.

## Composite Resolution G-19: MENTAL HEALTH SUPPORT

The committee recommends non-concurrence

**BE IT RESOLVED** that in addition to an anti-harassment coordinator, a mental health support worker be available on site, in person, for support of those impacted.

**RATIONALE:** The committee believes the intent is very well received; however, the resolution as written is unclear.

## Resolution G-20: USE OF TRIO FUNDING BY AREA COUNCILS & COMMITTEES

The committee recommends non-concurrence

**BE IT RESOLVED:** That PSAC Area Councils and Committees give priority to utilizing Trio funding for events, political initiatives, and activities focused on members within the fiscal year in which the funds are allocated.

**BE IT FURTHER RESOLVED:** Trio funding shall not be retained or carried over in bank accounts unless a clear need is demonstrated or an approved justification is provided.

**RATIONALE:** The committee appreciates the intent, however the resolution as written adds administrative burden, as well as possible hardships to Area Councils and Committees.

## Resolution G-22: ACCOMMODATIONS FOR MEMBERS TRAVELLING LONG DISTANCES FOR TRAINING

The committee recommends non-concurrence

**BE IT RESOLVED:** That any member required to attend training situated 100 kilometers or more from their residence shall be provided with motel or hotel accommodation for the entire duration of the training when the program extends for two days or longer.

**BE IT FURTHER RESOLVED:** that this policy shall be enacted as a cost-efficient approach to minimize overall travel expenditures and reduce vehicle fatigue for members participating in mandatory training.

**RATIONALE:** Although the committee appreciates the intent, the resolution, as written, is unclear.

## Resolution G-24: EDUCATION DELIVERY OPTIONS TO REDUCE COSTS

The committee recommends non-concurrence

**BE IT RESOLVED:** That, whenever feasible, all union education and training programs shall be provided in both in-person (in-house) and online formats.

**BE IT FURTHER RESOLVED:** that providing online education options helps lower costs associated with hotels, travel, and lost wages, while ensuring all members have equal access to education.

**RATIONALE:** Although the committee appreciates the intent, the resolution, as written, is unclear.

## Resolution G-26: LOBBY FOR PROTECTION AND USE OF FEDERAL PUBLIC SERVICE PENSION FUNDS

The committee recommends non-concurrence

**BE IT RESOLVED:** PSAC and allied groups advocate for stricter pension fund protections and greater transparency in governance.

**BE IT FURTHER RESOLVED:** that this body will advocate to Parliament, Treasury Board, and federal departments to protect public service pensions as earned compensation rather than government revenue.

**RATIONALE:** This work is already being conducted by the PSAC.

## Resolution G-30: PERMANENT BUDGET LINE ITEM FOR THE INDIGENOUS GATHERING IN ONTARIO

The committee recommends non-concurrence

**BE IT RESOLVED:** That the Public Service Alliance of Canada create a permanent budget line of \$250,000, renewed every three years, to support the Indigenous Gathering in Ontario. This funding will cover all essential costs such as travel, accommodation, meals, honoraria for Elders and Knowledge Keepers, cultural materials, honoraria and gift bundles for participants, accessibility supports, and any other necessary expenses to ensure that Indigenous members can fully, safely, and meaningfully take part in the gathering.

**RATIONALE:** While the committee appreciates the intent, it is better captured in resolution 37.

## Resolution G-31: PROVISION OF OFFICIAL EMAIL ACCOUNTS FOR COUNCIL MEMBERS

The committee recommends non-concurrence

**BE IT RESOLVED:** PSAC will assign an official email address to each council member for council business. All official council communication must take place through these PSAC-issued accounts, which remain PSAC property to support continuity, transparency, and proper record keeping.

**BE IT FURTHER RESOLVED:** Access to the PSAC email account will be transferred to the new representative or archived per PSAC record-retention policies to safeguard data.

**RATIONALE:** Although the committee appreciates the intent, the resolution as written is unclear. The committee feels that email addresses per each council member, not per portfolio, would be difficult to implement and transfer.

## Resolution G-34: SUPPORT THE MENTAL HEALTH AND WELLBEING OF IRANIAN MEMBERS

The committee recommends non-concurrence

**BE IT RESOLEVED THAT** PSAC affirms its solidarity with Iranian members and recognizes the emotional and psychological impacts of these reported atrocities.

**BE IT RESOLVED THAT** PSAC expand access to trauma-informed mental-health resources, create culturally responsive peer-support spaces, and collaborate with community organizations serving Iranian and diasporic communities.

**BE IT FINALLY RESOLVED THAT** PSAC advocate for human-rights protections and amplify member voices seeking safety, healing, and justice.

**RATIONALE:** The committee appreciates the intent. However, the resolution as written is unclear.

## Resolution G-41: CONFERENCE AND CONVENTION ACCESSIBILITY

The committee recommends non-concurrence

**BE IT RESOLVED** that the PSAC conduct an accessibility audit of its most recent conferences and conventions since January 2023, including travel, accommodations, venues and activities, prior to the next triennial convention; and,

**BE IT FURTHER RESOLVED** that the PSAC review and implement measures to address accessibility barriers at least one month prior to conferences and conventions; and,

**BE IT FURTHER RESOLVED** that the PSAC consult members with disabilities and their relevant committees or councils in their accessibility reviews and audits.

**RATIONALE:** The committee feels the intent is covered under Resolution 13.

## Resolution G-43: PALESTINE EDUCATION

The committee recommends non-concurrence

**BE IT RESOLVED THAT** the PSAC will develop and conduct member education, in collaboration with Independent Jewish Voices and Labour for Palestine, on the history of Israel's occupation and colonization of Palestine, Canada's complicity, and labour's role to support a just peace, effective immediately.

**RATIONALE:** As the resolution is written, the prescribed timeline of "immediately" could not be implemented.

## Resolution G-44: SUPPORT FOR SUDAN

The committee recommends non-concurrence

**BE IT RESOLVED** that the PSAC immediately support the boycott, divestment and sanctions movement against the UAE;

**BE IT FURTHER RESOLVED** that the PSAC shall immediately demand that the Canadian government impose an arms embargo on the UAE.

**RATIONALE:** As the resolution is written, the prescribed timeline of “immediately” could not be implemented.

## Resolution G-45: BAN THE SUPPORT OF NON-DISCLOSURE AGREEMENTS IN GRIEVANCE REPRESENTATION

The committee recommends non-concurrence

**BE IT RESOLVED THAT** the PSAC will not support, endorse, or accept the use of non-disclosure agreements, confidentiality clauses, or settlement terms restricting members, stewards, or the union from discussing or referring to information arising from grievances against an employer; and,

**BE IT FURTHER RESOLVED THAT** the NBoD will implement this policy change of non-acceptance of non-disclosure agreements before the next triennial convention.

**RATIONALE:** The committee appreciates the intent of the resolution, however it limits the freedom of choice.

## Resolution G-46: INCREASING DEBATE TIME FOR RESOLUTIONS AT ONTARIO REGIONAL CONFERENCES

The committee recommends non-concurrence

**BE IT RESOLVED THAT** PSAC Ontario increase the minimum resolutions debate time at all Ontario regional conferences from two hours to no less than six hours;

**BE IT FURTHER RESOLVED THAT** this dedicated debate time be protected on the agenda and not reduced or merged with other conference business;

**BE IT FURTHER RESOLVED THAT** PSAC Ontario ensure that resolutions from equity-seeking groups receive equitable access to debate time without being placed in competition with other priority items.

**RATIONALE:** The committee feels the intent is better captured in resolution 50A.

Resolution G-47: NAMING THE MAIN BOARDROOMS IN ALL PSAC ONTARIO AND NCR REGIONAL OFFICES IN HONOUR OF CALBERT BEST

The committee recommends non-concurrence

**BE IT RESOLVED THAT** PSAC Ontario name the main boardrooms in all PSAC Ontario Regional Offices, and in collaboration with the NCR, the Ottawa Regional Office, in honour of J. Calbert (Cal) Best;

**BE IT FURTHER RESOLVED THAT** PSAC Ontario install plaques or signage at each location acknowledging Calbert Best's foundational role in PSAC and his legacy as a Black labour leader.

**RATIONALE:** The committee believes that this is an honourable and well-intentioned initiative. However, PSAC Ontario cannot direct the work of the NCR.

## Composite Resolution G-50B: INCREASING DEBATE TIME FOR RESOLUTIONS AT ONTARIO REGIONAL CONFERENCES

The committee recommends non-concurrence

**BE IT FURTHER RESOLVED THAT** PSAC Ontario ensure that resolutions from equity committees and equity conferences receive dedicated, protected debate time that does not compete with general convention business.

**RATIONALE:** The resolution as written, is unclear; as conferences and conventions are distinctly different entities.

## Resolution G-51: NAMING PSAC ONTARIO MAIN BOARDROOM IN HONOUR OF CALBERT BEST

The committee recommends non-concurrence

**BE IT RESOLVED THAT** PSAC Ontario name the primary/main boardroom in the Toronto Regional Office and in collaboration with the NCR, the Ottawa Regional Office, in honour of J. Calbert (Cal) Best;

**BE IT FURTHER RESOLVED THAT PSAC** Ontario ensure the boardroom naming is supported by visible educational materials in both offices highlighting Calbert Best's leadership, history, and impact;

**BE IT FINALLY RESOLVED THAT PSAC** Ontario integrate educational content about Calbert Best's contributions into its regional education programming, to deepen member awareness.

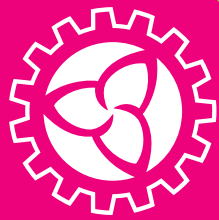
**RATIONALE:** The committee believes that this is an honourable and well-intentioned initiative. However, PSAC Ontario cannot direct the work of the NCR.

## Resolution G-52: PROTECTING OSAP AND SUPPORTING ONTARIO'S FUTURE

The committee recommends non-concurrence

**THEREFORE BE IT RESOLVED THAT** PSAC lobby the Ontario provincial government to reverse the cuts to OSAP and restore funding that ensures equitable access to post-secondary education for all students, particularly those from marginalized and low-income communities, and to protect the future of Ontario's workforce.

**RATIONALE:** Although the intent of the resolution is supported by the committee. The resolution, as written is unclear, as it did not specify which branch of the PSAC should be lobbying the Ontario provincial government.



# PSAC · Ontario

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