



# Briefing Book

## Canadian Labour Congress Constitutional Convention

May 8–12, 2023



The National Union of Public and General Employees (NUPGE) is a family of 13 Component unions. Taken together, we are one of the largest unions in Canada. Most of our 425,000 members work to deliver public services of every kind to the citizens of their home provinces. We also have a large and growing number of members who work for private businesses.

The office of the National Union of Public and General Employees is on the traditional and unceded territory of the Algonquin peoples and is now home to many diverse First Nations, Inuit, and Métis peoples.

We recognize the crimes that have been committed and the harm that has been done and dedicate ourselves as a union to moving forward in partnership with Indigenous communities in a spirit of reconciliation and striving for justice.

Bert Blundon, President

Jason MacLean, Secretary-Treasurer

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## Components and National Executive Board

**Bert Blundon, President**

**Jason MacLean, Secretary-Treasurer**

### **Newfoundland and Labrador Association of Public and Private Employees**

- Jerry Earle, President/NUPGE National VP
- Meghan Wade, General VP/NUPGE Executive Board Member

### **Nova Scotia Government and General Employees Union**

- Sandra Mullen, President/NUPGE National VP
- Hugh Gillis, First VP/NUPGE Executive Board Member

### **Prince Edward Island Union of Public Sector Employees**

- Karen Jackson, President/NUPGE National VP

### **New Brunswick Union of Public and Private Employees**

- Susie Proulx-Daigle, President/NUPGE National VP
- Norman Bourque, First VP/NUPGE Executive Board Member

### **Ontario Public Service Employees Union/Syndicat des employés de la fonction publique de l'Ontario**

- JP Hornick, President/NUPGE National VP
- Laurie Nancekivell, First VP/Treasurer/NUPGE Executive Board Member

### **Canadian Union of Brewery and General Workers, Comp. 325**

- Gaurav Sharma, President/NUPGE Executive Board Member

### **Manitoba Government and General Employees' Union**

- Kyle Ross, President/NUPGE National VP
- Cris Quon, Third VP/NUPGE Executive Board Member

### **Manitoba Association of Health Care Professionals**

- Jason Linklater, President/NUPGE Executive Board Member

### **Saskatchewan Government and General Employees' Union**

- Tracey Sauer, President/NUPGE National VP
- Vacant, VP/NUPGE Executive Board Member
- Hali Topinka, Indigenous VP/NUPGE Executive Board Member

### **Health Sciences Association of Saskatchewan**

- Karen Wasylenko, President/NUPGE Executive Board Member

### **Health Sciences Association of Alberta**

- Mike Parker, President/NUPGE National VP
- Leanne Alfaro, Vice-President/NUPGE Executive Board Member

### **BC General Employees' Union**

- Stephanie Smith, President/NUPGE National VP
- Paul Finch, Treasurer/NUPGE Executive Board Member

### **Health Sciences Association of BC**

- Kane Tse, President/NUPGE Executive Board Member

## Welcome

On behalf of the National Union of Public and General Employees, we want to welcome our delegates to the 30th Constitutional Convention of the Canadian Labour Congress (CLC). It is exciting, as this will be the first in-person CLC convention since 2017, before the pandemic.

Unions are, above all, democratic organizations! We thrive on debate and discussion. As a delegate, you have the incredible privilege of being part of the process of setting the direction for Canada's labour movement. We encourage you to take this role seriously.

The National Union has one of the largest delegations of all unions in attendance at this convention. As a group, the National Union delegation has an important collective voice in the future of our labour movement.

This convention will see several important constitutional resolutions brought forward. One resolution, submitted by NUPGE, on delegate entitlement sets out a plan to make CLC conventions more democratic.

You will also be voting on resolutions on a wide range of important social and economic issues. You will be debating on the kind of world you want to work and live in. These discussions help to build unity amongst us in building a better society for everyone. As the theme of this convention says, it is about Lifting Everyone Up!

And there is also an election for the leadership of the CLC for the next 3 years. The pandemic has shown all of us just how important is having strong and progressive leaders in these roles.

We want to wish you a great convention. You can step outside of the day-to-day of your work and union activism and discuss values, visions, and the future we want to see. We encourage you to embrace this opportunity and approach it with an open mind and an open heart. Remember to speak up, but do so with respect for others and a willingness to listen and learn.

We hope that this briefing book helps you have the best CLC convention possible.

In solidarity,



Bert Blundon  
President



Jason MacLean  
Secretary-Treasurer

## Convention Location

The CLC Constitutional Convention is being held at the Montreal Convention Centre, 1001 place Jean-Paul-Riopelle, Montreal, QC.

## Convention Hotel

NUPGE has secured a block of rooms at the Le Centre Sheraton Montreal Hotel, 1201 René-Lévesque Boulevard West, Montreal, QC. Tel. 1- 514-878-2000.

## Shuttles

Shuttles are available from the Sheraton to the convention centre. The schedule will be provided prior to the convention.

## NUPGE Administrative Office

The National Union's administrative office is in Room 448 at the Montreal Convention Centre.

## NUPGE Union Staff

The following NUPGE staff will be attending the CLC Convention:

Len Bush—Managing Director, Office of the President  
Brenda Hildahl—National Coordinator  
Deborah Duffy—National Representative  
Nadia Ibrahim—National Representative  
Andrew McNeill—National Representative

These staff members will be present throughout the convention to assist you. They can be identified on the convention floor by the name tags with the NUPGE logo. NUPGE staff can also be reached at [nupgeatclc@nupge.ca](mailto:nupgeatclc@nupge.ca).

## Anti-harassment Officer

All Convention attendees are required to adhere to the CLC Code of Conduct, which is outlined in the Delegate Guide. The CLC's Ombuds process is implemented during the CLC Convention to fairly navigate complaints of harassment and/or other actions that are not in line with the CLC Code of Conduct. Information on the Ombuds Process and how to contact the Ombuds Team is in the Delegate Guide.

We expect all delegates to behave in a respectful manner. There is no place for discrimination or harassment at a union function. As part of ensuring this, the National Union has asked BCGEU/NUPGE member Judy Phipps to be our anti-harassment officer during this convention. If you have any problems or concerns, please approach her. She can be reached at [harassment@nupge.ca](mailto:harassment@nupge.ca), or at 1-613-228-3872.

## **NUPGE Caucus**

A caucus of National Union delegates has been scheduled for Sunday, May 7, 2023, at 4:00 pm in Room 510 at the Montreal Convention Centre. The caucus will conclude at around 5:00 pm.

## **NUPGE Caucus Agenda**

1. Welcome
2. Land Acknowledgment
3. Moment of Silence
4. Introduction of National Executive Board
5. Introduction of Anti-harassment Officer—Judy Phipps
6. Overview of Convention Agenda and Events
7. Constitutional Resolutions
8. National Union Resolutions
9. Candidates for CLC Executive Officers

## **Caucus Rules**

At its meeting of February 27–28, 1984, the National Union's National Executive Board adopted the following set of rules to be used at NUPGE caucuses during CLC Conventions:

1. There shall be a NUPGE caucus consisting of all NUPGE delegates to a CLC Convention.
2. The caucus shall be chaired by the President (or their designate).
3. The caucus shall meet at such times during the CLC Convention as shall be deemed necessary by the chairperson.
4. It shall discuss and review NUPGE policy on the major resolutions and issues being dealt with at the CLC Convention.



5. Each Component shall have a spokesperson at the NUPGE caucus, and it is understood that a vote on an issue of a contentious nature shall not be taken by the caucus until all spokespersons have had an opportunity to speak.
6. Every effort will be made to reach a consensus in the caucus.
7. There shall be a provision in the rules of the caucus to permit a free vote on issues.
8. Prior to the adjournment of each meeting of the caucus, the President shall review the decisions made for the benefit and guidance of the delegates.

### CLC Convention 2023 at a Glance

CLC convention documents and information can be found at <https://liftingeveryoneup.ca/or-on-the-CLCs-convention-app>. Details on the convention app, interpretation devices, gender inclusivity, election guidelines, and emergency procedures, can be found in the CLC Delegate Guide.

Registration starts on Sunday, May 7, 2023 from noon to 6:00 pm. It continues on Monday, Tuesday, and Wednesday from 8:00 am to 6:00 pm.

The official convention starts on Monday, May 8, 2023, at 9:30 am.

The [agenda](#) includes information on caucus times and election caucus times for the following equity caucuses:

- |                                     |                                    |
|-------------------------------------|------------------------------------|
| • Workers with Disabilities' Caucus | 12:45 pm to 1:45 pm, Monday, May 8 |
| • Workers of Colour Caucus          | 5:30 pm to 6:30 pm, Monday, May 8  |
| • 2SLGBTQIA+ Workers' Caucus        | 6:30 pm to 7:30 pm, Monday, May 8  |
| • Indigenous Workers' Caucus        | 8:00 am to 9:00 am, Tuesday, May 9 |
| • Young Workers' Caucus             | 1:00 pm to 2:00 pm, Tuesday, May 9 |
| • Women's Caucus                    | 6:30 pm to 7:30 pm, Tuesday, May 9 |

There are several forums as well:

- |                                  |                                       |
|----------------------------------|---------------------------------------|
| • International Solidarity Forum | 7:00 pm to 9:00 pm, Sunday, May 7     |
| • Youth Workers' Reception       | 12:30 pm to 1:00 pm, Monday, May 8    |
| • Women's Forum and Reception    | 7:30 pm to 9:00 pm, Tuesday, May 9    |
| • Human Rights Forum             | 7:00 pm to 9:00 pm, Wednesday, May 10 |

The new delegate orientation will be held from 8:30 am to 9:30 am on Monday, May 8.

## Election Caucus Information

### **Elections for Equity Vice-Presidents and Alternates are held at election caucuses.**

Elections will be conducted by an Officer of the Canadian Labour Congress, or a designate, according to the CLC Constitution, Article 20, Sections 3, 4, and 5.

### **Below is the list of election caucuses:**

- Young Workers' Election Caucus 5:30 pm to 6:30 pm, Tuesday, May 9
- Indigenous Workers' Election Caucus 8:00 am to 9:00 am, Wednesday, May 10
- Workers with Disabilities' Election Caucus 12:45 pm to 1:45 pm, Wednesday, May 10
- Workers of Colour Election Caucus 5:30 pm to 6:30 pm, Wednesday, May 10
- 2SLGBTQIA+ Workers' Election Caucus 8:00 am to 9:00 am, Thursday, May 11

In order to participate, vote, or be nominated in an election caucus, delegates are required to self-identify on their credential form, or when registering online, by no later than 5:00 p.m. EDT the day before the election.

## Convention Procedures

To ensure that as many delegates as possible have an opportunity to debate as many issues as possible, it is necessary at a convention as big as this one to have strict rules of order and procedure.

The CLC constitution provides for such rules. Here's a quick review of them:

- If a delegate wants to speak, they must proceed to either one of the pro or con microphones on the floor. The pro microphones (identified by even numbers) are for those delegates who wish to speak in favour of a committee's recommendation. The con microphones (identified by odd numbers) are for those delegates who wish to speak against a committee's recommendation. When recognized by the chairperson, the delegate must identify themselves by name and organization.
- At the mic, a delegate must confine remarks to the question at issue. Speeches are limited to 3 minutes.
- A delegate may not speak more than once on a subject, until all those who wish to speak have had their opportunity to do so.
- A delegate may not interrupt another, except on a point of order.
- If a delegate exhibits unparliamentary conduct, the chairperson may cut them off. The entire convention may then be asked whether it wants the offending delegate to have an opportunity to continue.

- Questions may be decided by a show of hands or a standing vote on the basis of one vote per delegate. A roll call may be demanded by one-third of the delegates present. In a roll-call vote, each delegate shall be entitled to one vote.
- 2 delegates may appeal a decision of the chair.
- The chairperson may vote and, in the case of a tie, shall cast the deciding vote.
- Reports of committees are not subject to amendment unless the committee agrees with the proposed change. A motion to refer a resolution back to the committee for reconsideration, however, is in order.
- If a delegate has spoken on an issue, they are not allowed to make a motion of referral.
- A motion to refer is not debatable, and when properly seconded, the question shall immediately be put to the convention for a vote.

There are other, finer points of procedure contained in Article V, Section 14 of the CLC constitution. Information on the rules of order are in the convention official programme. In all matters not regulated by these rules, Bourinot's Rules of Order shall govern.

## Committees

Most CLC policy formulated at convention flows from the numerous resolutions submitted by the locals and branches of affiliated unions such as the National Union.

The CLC uses a committee system to ensure everyone's ideas and proposals get the fullest possible consideration.

To qualify for consideration, resolutions must be submitted officially on behalf of a sponsoring union or local. They must be signed by the appropriate officers and filed with the CLC by a time provided for in the constitution. Resolutions received later may be accepted on an emergency basis, only at the discretion of the Executive Council.

Once received, the resolutions are classified by subject matter and referred to appropriate committees for study. Members of each committee may either amend or combine any of the resolutions referred to them, or prepare a composite resolution to cover the intent and subject matter of more than one resolution. Any changes a committee recommends to a resolution, however, cannot change the intent and/or the subject matter of the original resolution.

Each committee prepares a report to convention delegates on the specific resolutions referred to them, which include the following:

- all amendments a committee is recommending to each resolution;
- another resolution, or a composite resolution, which a committee is recommending to cover one or more of the original resolutions;

- the committee’s recommendation of concurrence, or nonconcurrence, of the original resolution, the amended resolution, or the composite resolution.

The process for having a resolution debated by the convention is as follows:

- the committee will move the recommendation it has made on each resolution;
- the delegates will debate and vote on the committee’s recommendation.

Debate on a committee’s recommendation for each resolution will be governed by the rules of order for convention .

A vote against a committee’s recommendation of concurrence means the resolution was **defeated**. A vote against a committee’s recommendation of nonconcurrence means the resolution has been **adopted**.

Resolutions **cannot be amended** from the floor of convention, but can only be referred back to the committee for reconsideration, with or without instructions.

## NUPGE Representation

A full list of NUPGE representatives on CLC Convention committees is as follows:

- Constitutional and General Structure: Wayne Chacun, Secretary-Treasurer MAHCP/NUPGE
- Economic and Social Policy Committee—JP Hornick, OPSEU/SEFPO//NUPGE
- General Resolutions—Audrey Oliver, NSGEU/NUPGE
- Credentials Committee—Hali Topinka, SGEU/NUPGE
- Balloting Committee—Kane Tse, HSABC/NUPGE

## Status of NUPGE Resolutions Submitted to the 2023 CLC Convention

Resolutions are listed below in the order in which they appear in the CLC Convention Resolutions Book. The numbered code has been assigned by the CLC.

The order in which the resolutions will be debated is different from the order of the resolutions book. The order of debate is outlined by the resolution committees' reports, which will be available in the kit and on the CLC convention app. Details on the status of the resolutions submitted by NUPGE—including the committee recommendations and whether resolutions have been organized into composite resolutions—are below.

Resolution Number	Topic	Status
CS-003	Voting at Canadian Council	The Committee is recommending concurrence on the <b>Composite Resolution Covering CS-007 &amp; CS-003.</b>
CS-004	Opposing Raids by UCCO-SACC-CSN	The Committee is recommending <b>concurrence as amended by deleting “Develop a national campaign to oppose raiding activities by the Union of Canadian Correctional Officers.”</b>
CS-005	Delegate Entitlement to CLC Conventions	The Committee is recommending <b>concurrence.</b>
CS-006	International Solidarity Conferences	The Committee is recommending <b>concurrence as amended by replacing “conferences” with “sessions.”</b>
ESP-020	Addressing the Health Care Workers Shortage	The Committee is recommending concurrence on the <b>Composite Resolution: Protecting Public Health Care.</b>
ESP-021	Adequate and Sustainable Health Care Funding	The Committee is recommending concurrence on the <b>Composite Resolution: Protecting Public Health Care.</b>
ESP-022	Addressing the Long-Term Care (LTC) Crisis	The Committee is recommending concurrence on the <b>Composite</b>

		<b>Resolution: Protecting Public Health Care.</b>
ESP-023	Opposing Paid Plasma	The Committee is recommending concurrence on the <b>Composite Resolution: Plasma and Blood Donation.</b>
ESP-024	Mental Health	The Committee is recommending concurrence on the <b>Composite Resolution: Mental Health.</b>
ESP-025	Valuing Care	The Committee is recommending this resolution is covered by the <b>“Delivering the Care We Need Action Plan.”</b>
ESP-026	Universal Child Care	The Committee is recommending concurrence on the <b>Composite Resolution: Child Care.</b>
ESP-027	Anti-Privatization	The Committee is recommending concurrence on the <b>Composite Resolution: Public Services and Anti-Privatization.</b>
ESP-028	Pensions and Retirement Security	The Committee is recommending concurrence on the <b>Composite Resolution: Pensions and Investments.</b>
ESP-029	Designations for Public Safety Occupations	The Committee is recommending <b>concurrence.</b>
ESP-030	Tax Fairness	The Committee is recommending concurrence on the <b>Composite Resolution: Fair Taxation.</b>
ESP-031	Action on Climate Change	The Committee is recommending concurrence on the <b>Composite Resolution: Tackling the Climate Crisis and Ensuring a Just Transition for Workers.</b>
ESP-032	Opioid-Related Poison Drug Overdose Crisis	The Committee is recommending concurrence on the <b>Composite</b>

		<b>Resolution: Drug Policy and Substance Abuse.</b>
ESP-033	Housing	The Committee is recommending concurrence on the <b>Composite Resolution: Tackling the Housing Affordability Crisis.</b>
ESP-034	Period Poverty in Canada	The Committee is recommending concurrence on the <b>Composite Resolution: Menstrual Products.</b>
ESP-041	Child Care	The Committee is recommending concurrence on the <b>Composite Resolution: Child Care.</b>
ESP-042	International Climate Targets	The Committee is recommending concurrence on the <b>Composite Resolution: Tackling the Climate Crisis and Ensuring a Just Transition for Workers.</b>
ESP-043	Nationalizing the Fossil Fuel Industry	The committee is recommending <b>concurrence.</b>
ESP-044	Coal Power	The Committee is recommending concurrence on the <b>Composite Resolution: Tackling the Climate Crisis and Ensuring a Just Transition for Workers.</b>
ESP-048	Mental Health and Addictions	The Committee is recommending concurrence on the <b>Composite Resolution: Mental Health.</b>
ESP-049	Seniors' Health Care	The Committee is recommending concurrence on the <b>Composite Resolution: Seniors.</b>
ESP-050	Affordable Housing	The Committee is recommending concurrence on the <b>Composite Resolution: Tackling the Housing Affordability Crisis.</b>

ESP-051	Ending Homelessness	The Committee is recommending concurrence on the <b>Composite Resolution: Tackling the Housing Affordability Crisis.</b>
ESP-052	Cell Phone Plans	The Committee is recommending concurrence on the <b>Composite Resolution: Affordability and the Cost-of-Living Crisis.</b>
ESP-053	Employment Insurance and Retraining	The Committee is recommending concurrence on the <b>Composite Resolution: Employment Insurance (EI).</b>
ESP-054	Employment Insurance Sickness Benefits	The Committee is recommending concurrence on the <b>Composite Resolution: Employment Insurance (EI).</b>
ESP-055	Funding for Libraries and Social Services	The Committee is recommending concurrence on the <b>Composite Resolution: Public Services and Anti-Privatization.</b>
ESP-056	Access to Housing for Marginalized Groups	The Committee is recommending concurrence on the <b>Composite Resolution: Tackling the Housing Affordability Crisis.</b>
ESP-057	Substance Use Treatment	The Committee is recommending concurrence on the <b>Composite Resolution: Drug Policy and Substance Abuse.</b>
ESP-058	Capital Stewardship	The Committee is recommending concurrence on the <b>Composite Resolution: Pensions and Investments.</b>
ESP-059	Improve Access to Broadband and Cellular Services	The Committee is recommending concurrence on the <b>Composite Resolution: Affordability and the Cost-of-Living Crisis.</b>



ESP-060	Advocate for Gender Pay Equity	The Committee is recommending concurrence on the <b>Composite Resolution: Women’s Economic Justice.</b>
ESP-061	Recognize Women in Addressing the Pandemic Recovery	The Committee is recommending concurrence on the <b>Composite Resolution: Gender and Diversity Lens on Recovery.</b>
GEN-012	Attacks on Labour Rights	The Committee is recommending concurrence on the <b>Composite Resolution: Right to Strike.</b>
GEN-013	Essential Services Legislation	The Committee is recommending concurrence on the <b>Composite Resolution: Right to Strike.</b>
GEN-014	Precarious Work	The Committee is recommending concurrence on the <b>Composite Resolution: Organizing Gig Workers.</b>
GEN-015	Crisis in Provincial Criminal Justice Systems	The Committee is recommending <b>concurrence.</b>
GEN-016	Solidarity with 2SLGBTQIA+ People	The Committee is recommending concurrence on the <b>Composite Resolution: 2SLGBTQI+.</b>
GEN-017	Anti-Racism	The Committee is recommending <b>concurrence.</b>
GEN-018	Support for Young Workers	The Committee is recommending concurrence on the <b>Composite Resolution: Engaging Youth in the Labour Movement.</b>
GEN-019	Justice for Indigenous Peoples	The Committee is recommending that this resolution be covered by the Convention policy paper, <b>Indigenous Action Plan.</b>
GEN-020	Rights for People With Disabilities	The Committee is recommending concurrence on the <b>Composite Resolution: Accessibility and Disability.</b>

GEN-021	Gender- and Race-Based Violence	The Committee is recommending concurrence on the <b>Composite Resolution: Harassment and Violence in the Workplace.</b>
GEN-022	Intimate Partner Violence/Domestic Violence	The Committee is recommending <b>concurrence.</b>
GEN-023	Eliminating Nondisclosure Agreements in Sexual Harassment and Assault Cases	The Committee is recommending <b>concurrence.</b>
GEN-024	Solidarity with Labour and Social Movements in Colombia	The Committee is recommending <b>concurrence.</b>
GEN-025	Global Campaign for a TRIPS Waiver	The Committee is recommending concurrence on the <b>Composite Resolution: Access to Vaccines.</b>
GEN-026	Pandemic Treaty	The Committee is recommending concurrence on the <b>Composite Resolution: Pandemic.</b>
GEN-033	Exporting Canada's Waste	The Committee is recommending concurrence.
GEN-037	Gender-Based Violence	The Committee is recommending concurrence on the <b>Composite Resolution: Harassment and Violence in the Workplace.</b>
GEN-038	Humanitarian Crises in Northern Africa	The Committee is recommending concurrence on the <b>Composite Resolution: Status of Immigrants – Refugees.</b>
GEN-039	Solidarity with the People of Hong Kong	The Committee is recommending <b>concurrence.</b>

GEN-040	Solidarity with Sex Workers	The Committee is recommending concurrence on the <b>Composite Resolution: Sex Workers.</b>
GEN-041	Indigenous Child Welfare	The Committee is recommending that this resolution be covered by the Convention policy paper, <b>Indigenous Action Plan.</b>
GEN-042	Territory Disputes and Indigenous Sovereignty	The Committee is recommending that this resolution be covered by the Convention policy paper, <b>Indigenous Action Plan.</b>
GEN-043	<i>Indian Act</i>	The Committee is recommending that this resolution be covered by the Convention policy paper, <b>Indigenous Action Plan.</b>
GEN-044	Police Investigations	The Committee is recommending <b>concurrence.</b>
GEN-045	Food Safety	The Committee is recommending <b>concurrence.</b>
GEN-046	Training for People with Diverse Learning Abilities	The Committee is recommending concurrence on the <b>Composite Resolution: Accessibility and Disability.</b>
GEN-047	Discrimination, Oppression, and Racism	The Committee is recommending <b>concurrence.</b>
GEN-048	Medical Schools	The Committee is recommending <b>concurrence.</b>
GEN-049	Post-Secondary Education and Training Strategy	The Committee is recommending concurrence on the <b>Composite Resolution: Free Education.</b>
GEN-050	Free and Accessible Education	The Committee is recommending concurrence on the <b>Composite Resolution: Free Education.</b>
GEN-051	Access to Post-Secondary Education for First Nations Students	The Committee is recommending that this resolution be covered by the Convention policy paper, <b>Indigenous Action Plan.</b>
GEN-052	School Food Program	The Committee is recommending <b>concurrence.</b>

GEN-053	Voting Age	The Committee is recommending <b>concurrence</b> .
GEN-054	Young Workers	The Committee is recommending concurrence on the <b>Composite Resolution: Engaging Youth in the Labour Movement</b> .
GEN-055	Right to Strike	The Committee is recommending concurrence on the <b>Composite Resolution: Right to Strike</b> .
GEN-056	Information on CLC Website	The Committee is recommending <b>concurrence</b> .
GEN-057	Solidarity with Iranian People	The Committee is recommending concurrence on the <b>Composite Resolution: Iran</b> .
GEN-058	Ensure Self-sufficiency with Medical Supplies Made in Canada	The Committee is recommending concurrence on the <b>Composite Resolution: Medical Procurement and Supply</b> .
GEN-059	Adopt the National Standard for Psychological Health and Safety	The Committee is recommending concurrence on the <b>Composite Resolution: Psychological Health in the Workplace</b> .
GEN-060	Four Day Work Week	The Committee is recommending <b>concurrence</b> .
GEN-061	Right to Disconnect	The Committee is recommending concurrence on the <b>Composite Resolution: Pandemic</b> .
GEN-112	Young Workers and Climate	The Committee is recommending <b>concurrence</b> .

## Policy on Harassment-Free Environment

The following policy document was adopted at the 1992 NUPGE Convention with revisions in 2023.

### Policy Objectives

The National Union of Public and General Employees recognizes that harassment is an abuse of power and/or position. It undermines the dignity and self-esteem of individuals. It creates feelings of uneasiness, discomfort, and humiliation in people. It can cause long-term physical and psychological effects in victims. It is a serious, and sometimes criminal, offence and must be recognized as such by all National Union members.

Human rights and solidarity are fundamental principles of the trade union movement. Harassment strikes at the heart of both. It is crucial that all trade unionists work together to protect the rights of all. Therefore, the goals of the National Union's policy on a harassment-free environment are the following:

1. Provide a harassment-free environment for all National Union members at all NUPGE functions.
2. Make educational materials available on what harassment is and why objectionable behaviour by harassers is unacceptable.
3. Provide and maintain an established code of conduct for all NUPGE members attending National Union functions. Such a code will have the explicit goal of eliminating all forms of harassment towards any participant at functions.
4. Ensure there is a mechanism available whereby complaints of harassment can be made without difficulty by the complainant(s).
5. Apply established and appropriate discipline procedures, if and when required, to safeguard NUPGE members against offensive behaviour.
6. Include the victim in the decision-making regarding disciplinary action.

### Definition of Harassment

Harassment is any offensive behaviour that is directed towards another human being. Harassment encompasses, but is not limited to, abuse based on race, sex, age, ethnicity, religion, sexual orientation, physical or mental abilities, political beliefs, association, or activities.

Harassment can occur once, or several times. Harassment is identifiable in that it is always unsolicited, one-sided, and usually coercive. Often it comprises comments, gestures, aggressive actions, or physical contact with an individual that the person knows (or ought reasonably to know) and is unwelcome, objectionable, offensive and wrong.

Both females and males can be victims of harassment, although women have traditionally been more subjected to harassment than have men.

## Component Responsibilities and Procedure to Lodge a Complaint

**Step 1** Each Component will appoint a Ranking Officer or designate a representative for every National Union function for the purpose of investigating and trying to resolve complaints of harassment by Component members. (For purposes of this policy, Ranking Officers or designees from here on shall be referred to as *Component representatives*.) The National Union will also appoint a designee from the National Office at the beginning of every National Union function to assist in the investigation and subsequent steps.

**Step 2** Prior to any National Union function taking place, Components will be responsible for providing members with the following:

- Information regarding the National Union policy on harassment.
- The name of the Component representatives for each function that members are attending.

**Step 3** Component representatives and the National Union designee will treat and investigate all charges of harassment as valid complaints. In addition, they will also advise complainants of the following:

- They must first inform the offending individual that their behaviour has been unacceptable and constitutes harassment, provided the circumstances to do so are nonthreatening.
- They must give the alleged harasser an opportunity to resolve the problem to the satisfaction of the complainant.

**Step 4** If the complaint cannot be resolved, an official complaint in writing about the incident should be lodged directly with their respective Component representatives. Written notification shall be forwarded to the Presidents of the Components involved and the National President.

The complaints should be filed at the time incidents occur. All investigations of complaints are to be carried out immediately. They are to follow the investigative protocol set out in the following section of this policy.

**Step 5** Where complaints are found to be valid, the Component representative of the complainant's Component and the National Union designee will immediately contact the Component representative of the offender's Component to try to resolve the problem to the satisfaction of the complainant.

**Step 6** Where both Component representatives are unable to agree on (a) the validity of the complaint and/or (b) the appropriate action to be taken to resolve the dispute, Component representatives will then refer the complaint to a committee of all Component representatives and the National Union designee attending the function (see Step 1). One or more Component representatives can convene this *Review Committee* by serving notice. It will be the responsibility of this committee to review and adjudicate all complaints immediately.

## Investigative Protocol

It is the responsibility of the appointed Component representatives and National Union designee to treat all charges of harassment as valid complaints and to investigate such complaints as soon as they are received. It is also the role of the Component representative and the National Union designee to try to mediate a resolution of the problem between the parties to ensure a harassment-free environment for all National Union members.

The Component representative and National Union designee must also determine, following an investigation, whether it is appropriate to mediate a resolution by seeking an apology from the offender, which may include a promise to cease the offensive behaviour, or whether further action, such as removing the offender from the function, is required. It should be the goal of the Component representative and the National Union designee, however, to satisfy the harassed member(s) that the harassment will stop, consistent with fairness and the nature of the offence.

The investigative procedures should be as follows:

1. Component representatives and the National Union designee are to investigate all complaints in an expeditious and confidential manner. Part of the investigative procedure will be to determine whether the complainant has informed the alleged harasser that their behaviour is unacceptable, unwelcome, and constitutes a form of harassment. All investigations are, of course, to respect the rights of all parties involved.
2. In pursuing an allegation of harassment, Component representatives and the National Union designee will encourage complainants to make formal complaints in writing. Refusal to do so, however, does not alleviate Component representatives from the responsibility of investigating fully and reporting all complaints to Component Presidents and the National President.
3. In seeking corroboration of the complaint, Component representatives and the National Union designee will ascertain all facts pertaining directly to the alleged behaviour, including relevant circumstances, and if there were any witnesses.
4. When seeking a resolution to the complaint, Component representatives and the National Union designee will first and foremost be guided by the goals of this policy. **(See points 1 to 6 under Policy Objectives.)**

## Education—Forums, Workshops, and Training

The problem of harassment affects all National Union members. It is often a part of everyday life. NUPGE's National Executive Board is committed to ensuring all National Union leadership and staff receive harassment training. For members who do not attend National Union functions, Components will have the direct responsibility for advising members about the existence of the new National Union Policy for a Harassment-Free Environment and to also provide them with educational materials regarding this problem.

The National Union also recognizes and accepts the premise that major strides to prevent and eliminate harassment can only be made by tackling such problems head-on. An important part of the educational process for the National Union, therefore, will be to

ensure that all NUPGE delegates and participants receive a copy of its Policy for a Harassment-Free Environment at the beginning of all National Union functions.



# nupge

## COMPONENTS



B.C. GENERAL EMPLOYEES' UNION



CANADIAN UNION OF BREWERY AND GENERAL WORKERS



HEALTH SCIENCES ASSOCIATION OF ALBERTA



HEALTH SCIENCES ASSOCIATION OF BRITISH COLUMBIA



HEALTH SCIENCES ASSOCIATION OF SASKATCHEWAN



MANITOBA ASSOCIATION OF HEALTH CARE PROFESSIONALS



MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION



NEW BRUNSWICK UNION OF PUBLIC AND PRIVATE EMPLOYEES



NEWFOUNDLAND & LABRADOR ASSOC. OF PUBLIC & PRIVATE EMPLOYEES



NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION



ONTARIO PUBLIC SERVICE EMPLOYEES UNION / SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO



PRINCE EDWARD ISLAND UNION OF PUBLIC SECTOR EMPLOYEES



SASKATCHEWAN GOVERNMENT AND GENERAL EMPLOYEES' UNION

The National Union of Public and General Employees is an affiliate of the Canadian Labour Congress and a member of the Public Services International.