

RESOLUTION #1

WHEREAS UNDE Bylaw 6 Article 1 outlines the composition of the National Executive and excludes the position of National Human Rights Advisor (NHRA);

WHEREAS UNDE Bylaw 6 Article 1 (d) states the NHRA shall be an ex-officio member of the National Executive with voice, but no vote;

WHEREAS the NHRA position is of great significance and value and should be afforded the entitlement of Article 1 of the United Nations Declaration of Human Rights that all people are born free and equal in dignity and rights. Every person is endowed with reason and conscience and should act towards one another in the spirit of solidarity;

BE IT RESOLVED that the NHRA become a full member of the National Executive with full voice and full vote.

BE IT FURTHER RESOLVED that amendments be made to the UNDE National Bylaws to include the NHRA in all relevant sections/articles.

Rationale

The membership at the Victoria Triennial Convention 2017 passed a resolution of record affording every delegate the right to vote for the NHRA. Affording the delegates a vote for the NHRA position, effectively the position then became a representative of the entire membership. The UNDE has no representation on any national departmental committees or advisory groups that deal with Employment Equity, Diversity and Inclusion or Human Rights. The NHRA can provide value and input where it currently does not exist on these committees for the bargaining agent. The exclusion of the NHRA on the National Executive is counter to the spirit of diversity & inclusion and solidarity.

RESOLUTION #2

WHEREAS the UNDE has a long history of fighting for, defending, safeguarding, maintaining and promoting the human rights of all of its members. We believe in equality for all;

WHEREAS HR Coordinators are not automatic delegates to all future UNDE National Triennial conventions;

WHEREAS HR Coordinators represent their entire regions and are a vital resource in the dissemination of knowledge and information to the membership;

WHEREAS there are limited representatives who are able to provide an equity lens in the resolution and decision-making process;

BE IT RESOLVED that the 10 Regional Human Rights Coordinators be automatic delegates to all future UNDE National Triennial Conventions.

Rationale

The HR Regional Coordinators can provide the required equity lens to make the best informed and diverse decisions/recommendations on behalf of their constituents. The HR Coordinators have dedicated time to take part in departmental initiatives, undertaken education, forged relationships with

HR organizations and have attended and supported their communities. In order for the UNDE to be a leader in promoting human rights and in the spirit of inclusion it is in the members' best interest to ensure this equity perspective is represented.

RESOLUTION #3

WHEREAS the UNDE Education program is open to all members of the UNDE;

WHEREAS the UNDE has a long history of fighting for, defending, safeguarding, maintaining and promoting the human rights of all its members & believes in equality for all;

WHEREAS the UNDE National Human Rights Committee was mandated to create a Human Rights video to outline the importance of Human Rights within the union and the role of the NHRA;

WHEREAS one of the guiding principals for the UNDE COMTRA committee is to ensure all course modules are up to date and to identify future educational needs;

WHEREAS currently a Human Right Module does not exist;

BE IT RESOLVED that the UNDE COMTRA Committee develop and offer to the membership a Human Rights Module;

BE IT FURTHER RESOLVED that the UNDE COMTRA Committee consult with the UNDE National Human Rights Committee in the development of such a module.

Rationale

The Union of National Defence Employees (UNDE) Human Rights Program focuses on the rights of its members. The UNDE is obligated by law to adhere to the Canadian Human Rights Act which promotes Human Rights and Employment Equity (HR/EE) for all members and promotes a greater understanding of issues related to HR/EE as they continue to emerge. The UNDE has become a leader in promoting Human Rights and in keeping with this momentum it is vitally important to continue to build on this success.

Resolution #4

WHEREAS the establishment of regional Human Rights networks continues to be a challenge;

WHEREAS UNDE members who self-identify as belonging to any of the defined equity groups are in constant need of support & representation;

WHEREAS these members would benefit greatly by having a local Human Rights representative in each of their respective locals;

BE IT RESOLVED that a Human Rights Representative who self-identifies as belonging to at least one of the designated Equity Groups, as defined in the PSAC Constitution & Regulations, be elected and/or appointed within each UNDE Local.

BE IT FURTHER RESOLVED that UNDE Bylaw 7, Article 3 be amended to reflect the addition of a Local Human Rights Representative position as part of each Local Executive.

Rationale

The UNDE HR Policy specifically mandates that the HR Coordinators establish a network whereby each local has, as part of their team, a HR/EE representative. To be successful in their mandate it is imperative that each local identify a HR/EE representative to support the regional coordinators in realizing their duties & responsibilities.

Resolution #5

WHEREAS UNDE members belonging to a designated Equity group do not always know their rights within the workplace and within the Union and may feel left in the dark and unsure of what the Union can do for them;

WHEREAS these members should know the value of self-identification;

BE IT RESOLVED that UNDE develop an electronic self-identification form that would be accessible to the membership;

BE IT FURTHER RESOLVED that the self-identification form include a box to be checked providing the members with the option of being contacted by their respective UNDE Regional Human Rights Coordinator via the members' preferred communication method.

Rationale

Currently there are no means available to the HR Coordinators to identify or contact their regional equity members. In order to be effective in communicating with the members they represent HR Coordinators must have the means to obtain the member's consent to be contacted.

Resolution # 6

WHEREAS the UNDE Human Rights Committee received funding in the amount of \$60,000 to cover costs incurred by the regional Human Rights coordinators from across the country to conduct Human Rights business during the last mandate;

WHEREAS the UNDE Human Rights Policy states that the UNDE Human Rights Committee shall meet face to face annually for 2.5 days and that these meetings were constrained due to insufficient funding budgeted for the mandate;

WHEREAS the HR committee were unable meet for their third annual meeting as outlined in the HR policy;

WHEREAS the coordinators receive invaluable training regarding HR issues, equipping them to be better coordinators in their regions during these annual meetings;

BE IT RESOLVED that up to a maximum of one quarter (25%) of the education budget line item be dedicated to Education on Human Rights as they evolve and that this education be available to all UNDE members.

BE IT FURTHER RESOLVED that the funding for the Human Rights line item be increased in the budget from \$60,000 to \$100,000 for the next mandate in order to fulfill the HR committee's roles and responsibilities as outlined in the Human Rights Policy.