DISPOSITION OF CARRIED RESOLUTIONS

102nd ANNUAL GENERAL MEETING

November 5-6, 2021

RESOLUTION	RESPONSIBILTY	STATUS
F-1 Audited Finance Statements - Sponsor: Board of Directors (E) **Be it resolved that the 2021 AGM receive the audited financial statements for the fiscal year ending June 30, 2021.** **CARRIED**		**COMPLETE**
F-2 Appointment of Auditors - Sponsor: Board of Directors (E) **Be it resolved that BDO Canada be appointed as auditors of PIPSC and its related entities, for the 2022-2023 fiscal year.** **CARRIED**		**COMPLETE**
F-3 Budget - Sponsor: Board of Directors (E) **Be it resolved that the 2021 AGM approve the budget for the period of July 1, 2022 to June 30, 2023.** **CARRIED**		**COMPLETE**

RESOLUTION	RESPONSIBILTY	STATUS
F-4 <u>Mental Health First Aid Training for Stewards</u> - Sponsor: NCR Regional Executive (E) **Whereas** PIPSC does not have a mental health course for Stewards; **Whereas** the pandemic has really highlighted the need for stewards to receive training to help them better understand the signs and symptoms of common mental health problems so they can more effectively interact with and represent members experiencing a mental health problem or crisis, **Be it resolved that each Region be given an additional $60K in their training budget per year for the next three years to provide a Mental Health First Aid Course facilitated by the Canadian Mental Health Association or similar providers to their stewards.** **REFERRED**	Training Education and Mentoring Committee	On October 4, 2022 the following resolution was **CARRIED** by the Board of Directors: **"Be it resolved that the Education Section prioritize the development of a customized mental health course for stewards. This will draw on resources from other unions with similar mental health courses. This course will be delivered by facilitators who are either trained in mental health or received the Canadian Mental Health First Aid course. We anticipate the course to be ready for March 2023 to be piloted in one region and we could rely on the education officers to co-facilitate the pilot if needed. If a region has a training budget that has not been used, they can use the CMHFA course in their labour school until we have developed our internal course."**

RESOLUTION	RESPONSIBILTY	STATUS
B-1 <u>BY-LAW 12 – RE-APPOINTMENT OF STEWARDSHIP</u> – Sponsor: Ontario Regional Executive **Whereas** the following BL change was put before the 2020 PIPSC AGM; ***12.5.3 (New)*** *A Steward shall be informed of any issue that may negatively affect their Steward renewal. Such notification shall be made in writing on a timely basis.* ***12.5.3.1 (New)*** *If a Branch, Sub-Group, Group or Regional Executive is considering the non-renewal of a Steward, prior to the decision being made, the rationale shall be sent to the steward and the Steward shall be afforded the opportunity to make representations.* ***12.5.3.2 (New)*** *If the President is considering the non-renewal of a Steward, prior to the decision being made, the rationale shall be sent to the Steward and the steward shall be afforded the opportunity to make representations.* ***12.5.3.3 (New)*** *A decision of non-renewal of a Steward and the reasons for this decision shall be communicated in writing within ten (10) working days from the time the official decision was made to the Steward.* **Whereas** the BL change was split into four motions; **Whereas** 12.5.3 passed on Day 1 of the 2020 AGM and then 12.5.3.1, 12.5.3.2 and 12.5.3.3 were referred to the Board of Directors because it was thought that the AGM was about to end; and **Whereas,** the BL as envisaged is incomplete, because 12.5.3.1, 12.5.3.2 and 12.5.3.3 are missing; **Be it resolved that,** BL12.5 (Re-Appointment of Stewardship) be amended as follows: **12.5.3.1 (New)** If a Branch, Sub-Group, Group, Consultation Team President or Regional Executive is considering the non-renewal of a Steward, prior to the decision being made, the rationale shall be sent to the steward and the Steward shall be afforded the opportunity to make representations. **12.5.3.2 (New)** If the President is considering the non-renewal of a Steward, prior to the decision being made, the rationale shall be sent to the Steward and the steward shall be afforded the opportunity to make representations. **12.5.3.3 (New)** A decision of non-renewal of a Steward and the reasons for this decision shall be communicated in writing within ten (10) working days from the time the official decision was made to the Steward. **CARRIED**		**COMPLETE**

B-3 <u>BY-LAW 22 - ELECTION OF OFFICERS AND DIRECTORS OF THE INSTITUTE</u> - 22.3 Voting In Institute Elections – Sponsor: Ontario Regional Executive **Whereas** the following bylaw with respect to voting in Institute elections was approved at the 2020 PIPSC AGM ***22.3.2*** *Officer and Regional Director positions will use the ranked choice ballot system and a candidate needs a majority of the vote to be elected, with run-off of unsuccessful candidates when needed to get a majority.* ***22.3.3*** *In cases where there is more than one Officer or Regional Director position in election, each successful candidate is removed from the process when elected, then the ranked choice ballot with run-off system is applied again to all the initial ballots with the elected candidate(s) removed until all the positions are filled.* ***22.3.4 Definition*** *– Ranked Choice Ballot with Run-off System - Voters rank one or more candidates in order of preference. Ballots are initially counted for each voter's top choice. If a candidate has more than half of the vote based on first top choices, that candidate is elected. If not, then the candidate with the fewest votes is eliminated by run-off. The voters who selected the run-off candidate as their top choice, then have their votes added to the totals of their next choice candidate. When all the choices on a ballot have been run-off, then this ballot is exhausted. This process continues until a candidate has more than half of the remaining votes.* **Whereas** some of the language could be clearer **Whereas** the clearest possible language is needed for election bylaws **Be it resolved** that the following changes be made **22.3.2** Officer and Regional Director positions will use the **R**~~r~~anked **C**~~c~~hoice **B**~~b~~allot **S**~~s~~ystem ~~and a candidate needs a majority of the vote to be elected. with run-off of unsuccessful candidates when needed to get a majority.~~ **22.3.3** In cases where there is more than one Officer or Regional Director position **to be elected** ~~in election~~, each **elected** ~~successful~~ candidate is removed from the process ~~when elected, then~~ **and** the ranked choice ballot **system** ~~with run-off system~~ is applied again ~~to all the initial ballots with the elected candidate(s) removed~~ until all the positions are filled.		**COMPLETE**

RESOLUTION	RESPONSIBILTY	STATUS
22.3.4 Definition – Ranked Choice Ballot **System** ~~with Run-off System – Voters rank one or more candidates in order of preference. Ballots are initially counted for each voter's top choice. If a candidate has more than half of the vote based on first top choices, that candidate is elected. If not, then the candidate with the fewest votes is eliminated by run-off. The voters who selected the run-off candidate as their top choice, then have their votes added to the totals of their next choice candidate. When all the choices on a ballot have been run-off, then this ballot is exhausted. This process continues until a candidate has more than half of the remaining votes~~ **Voters rank in order of preference, one or more candidates.** ● **Each voter's top choice is counted** ● **If a candidate receives more than half of the votes, that candidate is elected.** ● **If a candidate is not elected, the candidate with the fewest votes is eliminated.** ● **The voters who selected the eliminated candidate, then have their vote counted for their next choice and the vote is retotaled.** ● **If all the choices on a ballot have been eliminated, that ballot is exhausted.** ● **This process continues until a candidate has more than half of the non-exhausted votes, and is elected** ● **In the event of a tie of the candidates to be elected or eliminated, a coin(s) will be flipped.** **CARRIED**		

RESOLUTION	RESPONSIBILTY	STATUS
P-2 <u>Accountability of the Board of Directors</u> – Sponsor: Retired Members' Guild (E) **Whereas** the Professional Institute of the Public Service has an inherent responsibility to demonstrate accountability and transparency to its membership. **Whereas** the policy positions and actions of the BOD must be consistent with those determined by the AGM and therefore the membership. **Whereas** it is essential to the operation of the Institute, to maintain accord, good will and clear communication between the BOD and the AGM, as supreme governing body of PIPSC. **Be it resolved that forthwith, all votes taken on all motions of the BOD, will be recorded votes, to be included in the published minutes of the BOD, while respecting the privacy of members. This record will consist of the full content, originator and vote (yea or nay) for each motion by each member.** **CARRIED**		**COMPLETE** **Section 4 (Meeting Minutes) of the Policy on the Board of Directors**

RESOLUTION	RESPONSIBILTY	STATUS
L-1 <u>Equity, Diversity, and Inclusion</u> (Part 1) – Sponsor: Board of Directors (E) **Whereas** we understand that systemic barriers like racism, sexism, ableism, ageism and anti-gay prejudice function to exclude members of certain communities from equitable opportunities, representation, and inclusion at every level of society; and **Whereas** our understanding of the complexity of such barriers keeps growing, thanks to the increasing diversity of our membership and the active engagement of social movements that are speaking up and presenting indisputable evidence on these issues; and **Whereas** PIPSC has made important strides towards advancing and prioritizing equity, diversity and inclusion for our members by actively participating in consultations with employers, securing a historic 10 paid days of leave for survivors of domestic violence, expanding the parental leave top-up by five weeks, and fighting to include adoptive parents among those eligible to claim such benefits; and **Whereas** PIPSC has also been involved in a series of projects that take EDI as a starting point, including the Women in Science Initiative, and the creation of six equity caucuses including the Black Caucus; the Indigenous Caucus; the (dis)Ability Caucus; the Workers of Colour Caucus; the LGBTQ2S+ Caucus; and the Women Caucus; and **Whereas** it is more important than ever before that we continue to build on our past efforts and ensure that our commitment to advancing equity, diversity, and inclusion (EDI) best practices is strategic, meaningful, and intentional. **Be it resolved** that PIPSC commits to equity, diversity and inclusion through the integration of EDI policies, strategies, and principles across our union as key indicators of excellence. **Be it further resolved** that the PIPSC Board of Directors undertake an EDI needs analysis, through engagement with EDI experts and consultation with members, to continue identifying and recommending best practices in EDI. **Be it further resolved** that the PIPSC Board of Directors create a strategic roadmap to implement the recommendations of the needs analysis; and **Be it further resolved** that the PIPSC Board of Directors report its progress to our members at the 2022 AGM. **CARRIED**		**ONGOING**

RESOLUTION	RESPONSIBILTY	STATUS
L-2 <u>**Election Activities**</u> **- Sponsor: CS Group Executive** **Whereas** problems have arisen in the past which have caused embarrassment to candidates and the Institute; and **Whereas** current disciplines derived from a complaint does not deter the behavior; and **Whereas** violations continue to happen during elections; and **Whereas** policies, rules and conduct around elections need to be upheld, **Be it resolved** that the following changes be made to the **Policy on Election of Officers and Directors of the Institute**, specifically: ***6. Ballots and Electronic Records*** ***Distribution of Ballots*** *Not later than twenty-one (21) days before the day fixed for the return of ballots, distribution of ballots, together with the appropriate biographical sketches****, all founded complaint offenses, the discipline taken and the offender's name,*** *shall begin to be sent to each member entitled to vote.* **CARRIED**		**COMPLETE**