

The Public Service Sector is please to nominate Brian York for Life Membership of SGEU.

Brian has been active for many years within his workplace, within PS/GE Local 1112 and in many areas provincially. Brian began his employment with the Government of Saskatchewan in 1993. During that time Brian was employed by the Ministry of Highways in the Nipawin/Tisdale area.

During his 24 years within government Brian represented members on many fronts as a steward, chief steward, Provincial Council member, UMC member, Grievance Committee member, LTD Supervisory Committee member, etc.

As a steward and chief steward Brian was called on to represent members throughout Local 1112. Brian was willing to assist whenever possible when called upon by the bargaining unit.

In Local 1112 there hasn't been a lot of members active and willing to take on the extra duties elected positions entail, but that was not the case with Brian. Brian was willing to do what was necessary to ensure things were done within the Local.

Although not all inclusive the following are some of the things Brian has been involved in over the years on behalf of SGEU:

Local 1112 Chairperson - 14 years
PS/GE Local 1112 Local Representative -14 years
PS/GE Bargaining Council member - 14 years
Provincial Council member - 12 years
LTD Supervisory Committee member - 8 years
PS/GE Highways Committee - 14 years
LTD Finance Committee - 4 years
Steward - 18 years
Chief Steward - 12 years

PS/GE Northern Regional Grievance Committee member - 6 years Brian was a participant in numerous Children's Wish fundraising events.

Submitted by the Public Service Sector

Carried

The Public Service Sector is please to nominate Herb Norton for Life Membership of SGEU.

Herb has been active for many years within his workplace, within Local 1122 and in a number of areas provincially. Herb began his employment with the Government of Saskatchewan in 1981 where he looked after the Buffalo Narrows Correctional Centre building after it was constructed. Herb worked at the Buffalo Narrows Correctional Centre since its opening in 1982. During his 34 years at the Buffalo Narrows Correctional Centre he was a steward, chief steward and also was a UMC member.

As a steward Herb represented members not only in his workplace but throughout his local. On numerous occasions the bargaining unit called on Herb to represent members in all ministries of Executive Government.

Herb was a stalwart leader in his local and was a huge part of keeping local 1122 functioning for many years.

He attended many SGEU, SFL, NUPGE and CLC Conventions representing the Public Service Sector of SGEU.

Although not all inclusive the following are some of the things Herb has been involved in over the years on behalf of SGEU:

PS/GE Bargaining Council member - 18 years
Provincial Council - 22 years
Local Representative for 1122 - 22 years
Chair of the PS/GE Grievance Screening Committee -16 years
PS/GE Grievance Committee member -16 years
Attended all Proposal Conferences on behalf of his local since 1997.
Member of the Fair Committee - 18 years Local 1122 Scholarship Committee 18 years SGEU Board of Trustees - 6 years

Within his local Herb held the following positions:

Chair
Provincial Council Representative Local Representative Steward

Submitted by the Public Service Sector

Carried

The Public Service Sector is pleased to nominate Vince Murray for Honorary Life Membership of SGEU.

Vince Murray was a correctional officer at the Carleton Detention Centre in the Ontario Ministry of Community Safety and Correctional Services. He was employed by the Ontario government for more than 20 years.

Vince Murray was the driving force to the formation of the CPOMA. He was the first president to the CPOMA board in 1996.

On Sunday, September 29, 1996, the first unified Police & Peace Officers Memorial was held on Parliament Hill in Ottawa.

Until Vince Murray's quest to honour all fallen peace officers took place only the memory of Police Officers was recognized.

Vince viewed this as a matter of fairness and wanted all fallen Peace Officers to receive the recognition they so rightfully deserved.

The CPOMA demanded much of Vince and he gave it and Peace Officers across Canada, now and in the future, are in his debt.

Submitted by the Public Service Sector

Carried

SGEU will add new Article 4.2.2.5., Member in Good Standing, to the Constitution as follows:

ARTICLE 4 Membership

4.2 Member in Good Standing

4.2.2 Every member in Good Standing is entitled

4.2.2.5. Any member in good standing can run for any elected or Executive position within their own local or Sector

We want this because:

1. As any delegate can run for President, NUPGE VP, SFL VP, Treasurer and Board of Trustees
2. Therefore any sector member shall have the right to put their name forth for any elected position within their sector
3. Follows democratic process

ORIGIN: Crown Sector

FINANCIAL IMPACT: NIL

Defeated

SGEU will amend Article 5.6.1, Occupational Health Committees, of the Constitution to read:

5.6 Occupational Health Committees

5.6.1 Worker representatives on Occupational Health Committees ~~must~~ **shall** be elected on a biennial basis, by the workers they represent.

We want this because:

1. It falls in line with the current language of the Constitution.

ORIGIN: Provincial Council (OH&S Standing Committee)

FINANCIAL IMPACT: NIL

Carried

SGEU will amend Constitution Article #6.10.5.1.11, Administration Committee Duties, as follows:

6.10.5 The Administration Committee Shall:

6.10.5.1.11 ~~Approve the correction of spelling errors in the Constitution and report changes to the Provincial Council.~~
Approve, without an affirmative vote from Convention Delegates, revisions that allow for any minor corrections or administrative updates and which do not materially change a Constitution or Policy Manual article's intent. These kinds of basic housekeeping article revisions would include corrections to spelling, punctuation, formatting, title changes, etc. Alternatively, Administration Committee may decide to put such proposed revisions (or some portion of them) to a vote of the General Convention Delegates. All adopted Administration Committee housekeeping article revisions will be reported by the President to Membership Constitution & Legislative Committee and to the next scheduled Provincial Council meeting. Annually during Convention, the President will report to delegates all Administration Committee adopted housekeeping article revisions occurring Convention to Convention.

We want this because:

1. Expand Administration Committee's authority to include all forms of housekeeping corrections for the Constitution and Policy Manual.

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: NIL

Carried

SGEU will amend Article 6.10.7.4, Education and Publicity Duties, of the Constitution as follows:

6.10.7.4 In consultation with bargaining committees/sectors, prepare and maintain a Strike Manual, outlining procedures to be followed in the event of a strike by one (1) of the Union's bargaining units. The Strike Manual will be reviewed ~~annually within one hundred and twenty (120) days of the close of Convention.~~ **upon a strike action or change in relevant legislation. Annual review is warranted only when the document has been used.**

We want this because:

1. This will cut down on expenses RE: union leave and legal opinions

ORIGIN: Provincial Council (E&P Committee)

FINANCIAL IMPACT: Nil

Carried

SGEU will remove Article 6.10.10.1 of the Constitution as follows and renumber accordingly:

6.10.10 Human Rights/Equity Committee Shall:

~~6.10.10.1 Human Rights~~

6.10.10.1.4 Be responsible for all matters related to human rights and equity issues and international, national and local solidarity work.

We want this because:

1. It is redundant (subtitle)
2. It is a housekeeping issue and renumber following articles accordingly.
3. Not necessary

ORIGIN: Provincial Council (Human Rights/Equity Committee)

FINANCIAL IMPACT: NIL

Carried

SGEU will amend Article 6.10.10.1.3, Human Rights/Equity Committee Duties, of the Constitution as follows:

- 6.10.10.1.3 **The Human Rights Equity Standing Committee shall have a Youth Representative.** ~~Send~~The Youth Representative of the Equity Committee ~~will~~ **shall represent SGEU at all** SFL Young Workers Committee meetings. The representative is responsible to report back to the committee which should be reflected in the meeting minutes.

We want this because:

1. Housekeeping, to provide clarity to the article

ORIGIN: Provincial Council (HR/E Committee)

FINANCIAL IMPACT: NIL

Carried

SGEU will amend Article 6.10.10.2.3., Human Rights/Equity Committee Duties, of the Constitution as follows:

6.10.10.2.3 Work to build and maintain solidarity with **internal and** external Human Rights and Equity groups and organizations.

We want this because:

1. More communications with internal HR/E Committees are needed.
2. The Human Rights Equity Standing Committee should be aware of any HR/E issues at all levels of the union.
3. Issues may be identified in various areas across the province.

ORIGIN: Provincial Council (Human Rights/Equity Committee)

FINANCIAL IMPACT: NIL

Carried

SGEU will amend Article 6.10.10.2.5, Human Rights/Equity Committee Duties, of the Constitution as follows:

- 6.10.10.2.5 In conjunction with the ~~Friends Against Indigenous Racism~~ **Fostering Acceptance of Indigenous Rights (FAIR)** Committee organize and host a Biennial Equity Conference in even-numbered years. The Human Rights/Equity Conference may be used to deliver steward and other training to ensure a representative steward body.

We want this because:

1. Housekeeping issue.
2. Incorrect information.

ORIGIN: Provincial Council (Human Rights/Equity Committee)

FINANCIAL IMPACT: Nil

Carried

C-#12

**How Bargaining/Negotiating
Committees are Constituted**

CONSTITUTION

SGEU will amend Article 7.5.2., How Bargaining/Negotiating Committees are Constituted, of the Constitution as follows:

7.5.2 The Director(s) of ~~Membership Services~~ **Labour Relations** shall assign ~~Agreement Administration Advisors~~ **Labour Relations Officer(s)** and/or such other staff support as may be advisable to assist and advise bargaining committees.

We want this because:

1. Housekeeping change – correction to reflect current position titles

ORIGIN: Provincial Council (MC&L Committee)

FINANCIAL IMPACT: \$ NIL

Carried

SGEU will amend Article 10.1.1., Annual Convention, of the Constitution as follows:

ARTICLE 10 ANNUAL CONVENTION

10.1 Powers

10.1.1 The ~~Annual~~ **Biennial** Convention, **held in even years, beginning in 2018 and forward**, shall be the supreme governing body of the Union. Only the Convention shall have the authority to amend this Constitution. All sectors, committees and representative bodies within the Union shall be subordinate to Convention.

All the changes to the Constitution and Policy Manual to facilitate this will come forward to the 2018 SGEU Convention.

We want this because:

1. Cost savings of \$300,000 to \$400,000 to the organization
2. Provincial Council represents approximately 30% to 40% of Convention and can deal with issues between conventions

ORIGIN: Public Service Sector

FINANCIAL IMPACT: Savings of \$300,000 - \$400,000

Referred to: Origin

SGEU will amend Article #10.4.2, Convention Resolutions, of the Constitution as follows:

- 10.4.2 Only those resolutions approved by either ~~the~~ a Sector Executives Committee or Provincial Council will be accepted.

We want this because:

1. The intent of the article was to ensure resolutions prior to coming to Convention are sanctioned by either Provincial Council or one of the six Sectors.

ORIGIN: Provincial Council

FINANCIAL IMPACT: NIL

Carried

SGEU will amend Article #10.11.2, Annual Convention, of the Constitution as follows:

ARTICLE 10 ANNUAL CONVENTION

10.11 Other Representations

10.11.2 ~~Amend to read~~ **Life members and Staff members** of SGEU attending the convention shall have voice but no vote during the proceedings.

This resolution to take effect immediately.

We want this because:

1.

ORIGIN: Public Service Sector

FINANCIAL IMPACT: NIL

Carried

SGEU will amend Article 1.4, General Conditions, of the LTD Plan Text as follows:

**1.4 Supervisory
Committee
Regulations
Policies**

For the purpose of carrying out the Articles of the SGEU LTD Plan according to their intent, the SGEU LTD Supervisory Committee may make regulations ~~that are ancillary to and are not inconsistent with the policies regarding the processes of~~ SGEU LTD Plan.

The SGEU LTD Supervisory Committee also has the authority to enact polices delegating its responsibilities and powers to the Table Officers.

We want this because:

1. Clarifies the authority of the LTD Supervisory Committee to make policy as well as delegate duties to the sub committees of the Plan.

ORIGIN: Provincial Council (LTD Supervisory Committee)

FINANCIAL IMPACT: \$ nil

Carried

SGEU will amend Article 2, Definitions, of the LTD Plan Text as follows:

New Definition add new definition to the SGEU LTD Article 2 as follows:

“SGEU LTD Table Officers –Shall mean that body as elected by the Supervisory Committee to conduct the business of the Supervisory Committee between Supervisory Committee meetings. The Table Officer’s will hear appeals including as follows but not limited to: Pension Bridge Funding; Timelines; Overpayment Repayment Plans; Benefit Calculations;”

The Table Officers decisions can be appealed to the Supervisory Committee.

We want this because:

1. Clarifies duties of the SGEU LTD Table Officers

ORIGIN: Provincial Council (LTD Supervisory Committee)

FINANCIAL IMPACT: \$ nil

Carried

SGEU will amend Article 4.2. b) ii, Conditions for Appeal of Entitlements, of the LTD Plan Text as follows:

4.2 Conditions for Appeal of Entitlements

Article 4.2 b)

ii) the appellant may choose their own advocate at their own expense.
Travel expenses for the appellant's advocate will not be covered by the Plan.

We want this because:

1. clarifies that travel expenses are only covered for the appellant and not their advocate

ORIGIN: Provincial Council (LTD Supervisory Committee)

FINANCIAL IMPACT: \$ nil

Carried

SGEU will remove Article 6.3, Leave of Absence-Pregnancy, of the LTD Plan Text:

~~6.3 — Leave of Absence - Pregnancy~~ a) A member of the SGEU LTD Plan who takes leave of absence for reasons of pregnancy shall be entitled to extended eligibility coverage under the Plan, subject to payment of additional dues as required as per Article 9.

~~Entitlements~~ b) Entitlements shall be based on her gross salary immediately prior to the date the leave of absence commenced.

~~Employment Insurance~~ c) No entitlements shall be payable for that period of time for which the member is entitled to receive entitlements provided by the Employment Insurance for maternity leave.

We want this because:

1. This is a discriminatory Article. LTD benefits are based on medical condition not pregnancy.

ORIGIN: Provincial Council (LTD Supervisory Committee)

FINANCIAL IMPACT: \$ minimal

Carried

LTD #5**Entitlements****LTD PLAN TEXT**

SGEU will reaffirm Article 8.2, Entitlements After June 30, 1993, of the LTD Plan Text:

**8.2 Entitlements
After June 30, 1993**

a) Effective July 1, 1999, members whose total disability commenced after June 30, 1993 whose claim was still active as of June 30, 1999 or whose total disability commenced after June 30, 1999 shall be entitled to a maximum monthly benefit not exceeding 80% of their pre-claim net salary, as per Article 8.3 (subject to amendment pending the Annual Valuation of the SGEU LTD Plan).

We want this because:

1. to reaffirm benefit level

ORIGIN: Provincial Council (LTD Supervisory Committee)

FINANCIAL IMPACT: \$ nil

Carried

LTD #6**Basic Dues****LTD PLAN TEXT**

SGEU will reaffirm Article 9.1, Basic Dues, of the LTD Plan Text:

Article 9.1 – Basic Dues Dues payable by a member shall be:

- a) 1.5% (subject to amendment pending the Annual Valuation of the SGEU LTD Plan) of gross salary
- b) 1.5% of any retroactive payments

We want this because:

1. reaffirms premium level

ORIGIN: Provincial Council (LTD Supervisory Committee)

FINANCIAL IMPACT: \$ nil

Carried

LTD #7**Time Period-Same Disability****LTD PLAN TEXT**

SGEU will amend Article 10.1, Time Period-Same Disability, of the LTD Plan Text as follows:

**Time Period
- Same Disability**

A member with a total disability as defined in Article 2.1 and:

- a) Recovers and accepts any remunerative employment; and
- b) Has recurrence of the same **total disability as defined in Article 2.1** within one year of return to work shall be entitled to receive entitlements at the level as defined in Article 8 and at the same level as was previously paid plus applicable COLA; then
- c) The elimination period shall be waived.

We want this because:

1. Clarifies disability means Total Disability as defined in the definition of Total Disability

ORIGIN: Provincial Council (LTD Supervisory Committee)

FINANCIAL IMPACT: \$ nil

Carried

M-#1

Auditor

MONETARY

BE IT RESOLVED that the audit be awarded to MNP.

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: Nil

Carried

M-#2

Initiation Fee

MONETARY

BE IT RESOLVED that the Initiation Fee will be \$25.00, one time only. (SGEU Policy Article 10.26)

10.26 INITIATION FEES

10.26.1 The one time only initiation fee for new members shall be \$25.00. Newly organized units may choose to pay their initiation fee over a period of up to four months.

We want this because:

1. Seeking re-affirmation of current policy

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: No change in current policy

Carried

BE IT RESOLVED that the Per Capita Refund to the Sectors and Public Service Sector Locals be: (as per SGEU Policy Article 10.18)

10.18 PER CAPITA REFUND

10.18.1 Per capita refund will be distributed to sectors based on local numbers as follows:

1 to 500 members	6%
501 to 1000 members	5%
1001 to 1999 members	4%
2000 or more members	3%
Members of all Sectors/Locals North of 54 ⁰	12%
No Sector shall receive less than \$600.00 per annum.	

The exception to distribution is the Public Service Sector, where each local will receive the per capita directly.

We want this because:

1. Seeking re-affirmation of current policy

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: No change in current policy

Carried

M-#4

Contingency Fund

MONETARY

BE IT RESOLVED that the Contingency Fund will be \$0.50 per dues paying member/month.

10.27 CONTINGENCY FUND

10.27.1 Payments to the contingency fund will be \$.50 per dues paying member/month.

We want this because:

1. Seeking re-affirmation of current policy

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: No change in current policy

Carried

M-#5

Defense Fund

MONETARY

BE IT RESOLVED that Policy Article 10.28 shall be reaffirmed as follows:

10.28 DEFENSE FUND

10.28.1 The defense fund payment will be \$2.00 per member per month.
 The defense fund will not be used for collateral.

We want this because:

1. Seeking re-affirmation of current policy

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: No change to current policy

Carried

M-#6

Dues

MONETARY

BE IT RESOLVED that Policy Article 10.22 shall be re-affirmed as follows:

10.22 UNION DUES

10.22.1 Union dues of 1.7 percent shall be collected on income from employers.

We want this because:

1. Seeking re-affirmation of current policy

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: No change to current policy.

Carried

M-#7

Bargaining Unit Budget

MONETARY

BE IT RESOLVED that Policy Manual Article 10.13.1.5 shall be reaffirmed as follows:

10.13.1.5 No bargaining unit shall receive less than \$750.00 per year.

We want this because:

1. Seeking re-affirmation of current policy

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: No change to current policy

Carried

M-#8

Budget- SGEU General

MONETARY

BE IT RESOLVED that the SGEU General budget, as amended at Convention, be approved.

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: Nil

Carried

M-#9

Budget- SGEU LTD

MONETARY

BE IT RESOLVED that the SGEU Long Term Disability budget, as amended at Convention, be approved.

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: Nil

Carried

SGEU will add new Articles #9.6.5 and 9.6.6, Convention Resolutions, to the Policy Manual as follows:

9.6 Resolutions

9.6.5 Policy that is adopted or amended by Convention can only be amended by a resolution to Convention.

9.6.6 All Provincial Council revisions to the Policy Manual, Convention to Convention, will be reported to the MC&L Committee and Annual Convention.

We want this because:

1. Article 10 of the Constitution states: The Annual Convention is the supreme governing body of the Union. All sectors, committees and representative bodies within the Union shall be subordinate to Convention.

ORIGIN: Provincial Council (Administration Committee)

FINANCIAL IMPACT: Nil

Carried

SGEU will amend Policy Article # 10.13.1.5 as follows:

~~10.13.1.5 Bargaining units may carry forward the unexpended portion of their current year's operating capital into the following year. Operating capital shall not exceed two years allocation. Shall not be more than two times the current year; including the current year. (i.e. current amount of \$100.00, therefore maximum allocation is \$200.00).~~

10.13.1.5 Unexpended monies will be returned to the General Fund at the end of the fiscal year.

We want this because:

1. This will remove the rolling two year budgets.
2. The amounts of money budgeted to the Bargaining Units will reflect what they actually need.

ORIGIN: Education Sector

FINANCIAL IMPACT: N/A

Defeated

SGEU will amend Policy Article 10.22 as follows:

10.22 UNION DUES

10.22.1 Union dues of 1.70 percent shall be collected on income from employers.

10.22.2 Union dues will be collected on all but the following monies received from the employer:

- tool allowance
- portion of transportation allowance representing a mileage disbursement
- clothing allowance
- portion of northern district due to incurred costs
- meal allowance
- severance pay
- professional fees
- relocation on involuntary transfer
- relocation allowance
- moving allowance
- car allowance
- sleepover allowance
- **lump sum payout in lieu of reinstatement**

We want this because:

1. This is a pay-out from the employer; not income (as per 10.22.1).
2. This would affect the small percentage of (former) members being offered a 'deal'; instead of continuing with arbitration etc.

ORIGIN: Education Sector

FINANCIAL IMPACT: Minimal

Defeated

SGEU will amend Article 30.1, Statement of Equality, of the Policy Manual as follows:

30.1 SGEU STATEMENT OF EQUALITY

30.1.2 The most effective tool to attain our goal of equality is the elimination of ~~racism, ageism, sexism, abilism, homophobia, heterosexism and other~~ all forms of ~~personal~~ harassment **and/or discrimination**.

We want this because:

1. The word "all" will encompass the diverse description of harassment and discrimination.
2. A complete list of examples were not provided and it's not necessary to identify each ism or phobia when you use "all".
3. SGEU must ensure that our statement of equality is upheld.

ORIGIN: Provincial Council (Human Rights/Equity Committee)

FINANCIAL IMPACT: NIL

Carried

SGEU will remove Article 30.1.3, Statement of Equality, from the Policy Manual:

30.1 SGEU STATEMENT OF EQUALITY

~~30.1.3 Abilityism is defined as discrimination toward a person based on a physical or mental disability.~~

We want this because:

1. The word “all” will encompass the diverse description of harassment and discrimination in 30.1.2.
2. A complete list of examples were not provided and not necessary to identify when you use “all”.
3. SGEU must ensure that our statement of equality is upheld.

ORIGIN: Provincial Council (Human Rights/Equity Committee)

FINANCIAL IMPACT: NIL

Carried

SGEU will amend Article 30.1.5, Statement of Equality, of the Policy Manual as follows:

30.1 SGEU STATEMENT OF EQUALITY

30.1.5 The practice of any form of harassment **and/or discrimination** by anyone negates our ability to achieve equality and stands in stark contrast to everything positive that unions have come to represent.

We want this because:

1. Discrimination should be part of this article.
2. This completes this statement.
3. SGEU must ensure that our statement of equality is upheld.

ORIGIN: Provincial Council (Human Rights/Equity Committee)

FINANCIAL IMPACT: NIL

Carried

SGEU will amend Article 30.1.6, Statement of Equality, of the Policy Manual as follows:

30.1 SGEU STATEMENT OF EQUALITY

- 30.1.6 ~~By practicing or allowing racism, ageism, sexism, abilism, homophobia, heterosexism and other~~ Any and all forms of harassment and/or discrimination in our Union meetings, conferences, conventions, and workplaces or communities, ~~we~~ weaken ourselves and our Union's ability to be a vehicle for social justice.

We want this because:

1. Discrimination should be part of this article.
2. This statement is more inclusionary by simply using "any and all"
3. SGEU must ensure that our statement of equality is upheld.

ORIGIN: Provincial Council (Human Rights/Equity Committee)

FINANCIAL IMPACT: NIL

Carried

SGEU will amend, Article 30.6, Statement of Equality, of the Policy Manual as follows:

30 SGEU Anti-Harassment Policy

30.6 Statement of Equality: Short Version

At the start of each meeting/event/function the following statement shall be read.

SGEU Statement of Equality

*This ~~All SGEU meeting/event~~ **meetings and events** will be held in an **environment-free of harassment and/or discrimination** ~~meaning our comments and actions must reflect the union's goal of zero tolerance.~~; **SGEU has a zero tolerance for any harassing and/or discriminatory actions, behaviours and comments.***

Harassment is any behaviour that undermines the dignity, self-esteem or security of an individual, or creates an intimidating, threatening, hostile or offensive environment.

*Our Union will not tolerate **any** ~~racism, ageism, sexism, abilism, homophobia, heterosexism and other~~ forms of harassment **and/or discrimination** which violate any person's or class of person's right to be treated with dignity and respect.*

We want this because:

1. To simplify the language.
2. "Any" is inclusionary and includes all without having to list.
3. Follows more closely to the language in the Saskatchewan Human Rights Code.

ORIGIN: Provincial Council (Human Rights/Equity Committee)

FINANCIAL IMPACT: NIL

Carried

SGEU will amend Article 30.6, Statement of Equality, of the Policy Manual as follows:

30.6 Statement of Equality: Short Version

At the start of each meeting/event/function the following statement shall be read.

SGEU Statement of Equality

This SGEU meeting/event will be held in a harassment free environment, meaning our comments and actions must reflect the union's goal of zero tolerance.

Harassment is any behavior that undermines the dignity, self-esteem or security of an individual, or creates an intimidating, threatening, hostile or offensive environment.

~~*Our Union will not tolerate racism, ageism, sexism, abilism, homophobia, transphobia, cissexism heterosexism and other forms of harassment which violate a member's right to be treated with dignity and respect.*~~

Every member will be treated with dignity and respect

Subsequently, Policy Articles 30.1, A-7 and Constitution Appendix B will be amended to reflect this change.

We want this because:

1. Groups may be missed
2. It singles out the groups that are mentioned

ORIGIN: Provincial Council (MC&L Committee)

FINANCIAL IMPACT: NIL

Redundant