So, you're a Local Human Rights representative ...NOW WHAT?



A bit about me...



Hayley Millington

- Human Rights Representative for Local 70263 (ESDC Labour Program)
- Served as UNE National Equity Representative for Women
- Served as UNE National Equity Representative for Racialized Members
- Former UNE Assistant National Vice-President for Human Rights

Get to know your Local Bylaws

- UNE Website Find your Local page and you will find your Local Bylaws and Local Executive Listing
- Every UNE Local starts with standard bylaws and can modify them according to their Local's requirements

UNE Local 70263

287 members Dues rate - 0.0571%

Members in this local are employed at:

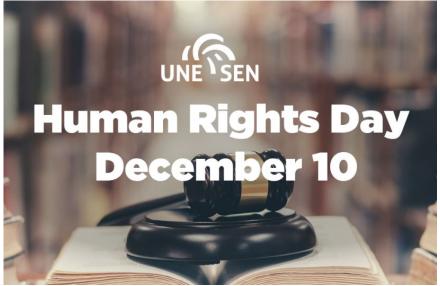
<u>Labour Program - ESDC</u>



Human Rights on the UNE Website

- UNE Website lots of news, articles related to human rights
- UNE Days Multiculturalism, Human Rights Day
- Human Rights section with information on the National
 Committee and resources for equity group members





Policy LOC 8 Section 6 (page 46)

- act as the local representative on human rights issues;
- 2. develop knowledge and expertise on such issues as human rights, and employers' human rights plans;
- keep current on human rights matters by subscribing to publications and accessing other resources;
- 4. maintain files of materials on human rights;
- 5. keep abreast of information and resources to advance the interests of human rights for members;
- Review employer's equity plan on a regular basis;
- 7. advocate for members on human rights matters by presenting these matters to the employer and the union;

Policy LOC 8 Section 6 (page 46)

- 8. provide human rights-related input into the local executive's decision-making processes;
- 9. develop and promote initiatives that encourage members' participation on human rights matters;
- 10. advocate for the development and delivery of a comprehensive human rights education program in the local and at the workplace;
- 11. organize education sessions and sensitization training for local members in conjunction with other local representatives;
- 12. encourage members' attendance and participation at human rights conferences, courses and events;
- 13. report to the local executive on his or her activities;
- 14. communicate actively with regional leadership and representatives on the PSAC human rights Committee; and
- 15. notify regional leadership—and the Union of National Employees immediately in the event of an incident related to human rights in the workplace.

Resources

- The PSAC and UNE unequivocally support the principles of human rights as proclaimed in the <u>Universal Declaration of Human Rights</u>, the <u>Canadian Charter of Rights and Freedoms</u> and the <u>Canadian Human Rights Act.</u>
- ➤ Your Union pledges to work toward the achievement of equality for all its members and to eliminate discrimination and increase the participation of disadvantaged groups in the workforce.
- Get to know your collective agreement. If you do not have a copy, one should be supplied by your employer
- The PSAC Human Rights Section and manuals https://psacunion.ca/human-rights

Health, Safety & Wellness

- It is the employer's responsibility to provide a healthy and safe workplace. But union activists and leaders have to ensure their employer fulfills their health and safety obligations in legislation and our collective agreements.
- Do you know your Employee Assistance Program (EAP) phone number?
- GOC EAP 1-800-268-7708
- ▶ 1-800-567-5803 (digital services for hearing impaired employees)
- Access the EAP Chat (chat service is available Mon-Fri 8:00am-7:30pm EST, excluding stat holidays)
- ► The PSAC website has information on Resources, Workplace Hazards, Violence and harassment, Mental Health and Health & Safety Basics https://psacunion.ca/health-and-safety-0