

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:**

Labour Program - ESDC

 Local Bylaws

# 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)

1. 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;
3. 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;
6. 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 Universal Declaration of Human Rights, the Canadian Charter of Rights and Freedoms and the Canadian Human Rights Act.
- ▶ 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>