



PSAC POLICY PAPER 30

ABORIGINAL WORKERS (Adopted in 1994)

The Public Service Alliance of Canada supports the right of Aboriginal Peoples to self-determination, encourages all governments in Canada to fulfill their historic Treaty obligations and urges a timely and just settlement of all land claims.

The Alliance believes that Aboriginal Peoples have been historically disadvantaged both in society and the workplace, and supports mechanisms that redress this disadvantage. Aboriginal persons have the right to employment in those professions they wish to pursue. The Alliance believes that employment equity initiatives are a fully justified and necessary mechanism to ensure that Aboriginal persons are provided the opportunity to pursue their chosen career.

The Alliance will work to ensure that our Union, itself, is fully accessible to all Aboriginal members, and that it thoroughly represents the interests of these members.

To achieve these broad goals, the Alliance will undertake the following actions:

1. To work with organizations representing Aboriginal Peoples and other like-minded organizations to press at all levels for the right to self-determination, the fulfillment of historic Treaty obligations and the timely and just settlement of all land claims.
2. To press for legislation requiring mandatory and effective employment equity programs in all workplaces where we represent employees, and to ensure that these programs address the qualitative issues that affect our Aboriginal members.
3. To negotiate employment equity on behalf of Aboriginal members.
4. To facilitate the development of a strong network of Aboriginal members to advise the union about issues of particular interest to them.
5. To identify and to negotiate, in consultation with our Aboriginal membership, contractual protection that is particular to their needs.
6. To develop educational materials for Alliance members concerning race relations, cultural diversity and Aboriginal issues.
7. To actively oppose racism, racial harassment and cultural stereotyping in the workplace and in our Union.