



Government Services Union

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NEWSLETTER 2019-1 | Winter 2019

GSU NATIONAL COUNCIL

National Officers

Randy Howard

President

Martine Babcook

Vice-President

Linda Harding (acting for Kelly Bush)

Vice-President (Equity)

Bruce Roy

Vice-President

Regional VPs

Atlantic Region

Gary Byrne

Shanny Doucet

Anthony Drozdowski

Quebec Region

Mélanie Hamel

Serge Sauvageau (acting for Michèle Parent)

NCR

Kevin Hanson

Pascal Ladouceur

Jim McQuaid

Nicole Rousseau

Ontario Region

David Cuning

Sue Soubra Boone

Western Region

Heater Rawlins (acting for Robyn Thompson)

Larissa Williams

Pacific Region

Michelle Simard (acting for Linda Harding)

Reni Stein

Royal Canadian Mint

Jeannette Fillion

From the President...

It seems just like yesterday that GSU's first newsletter was published. Since that time there have been changes in National Council, collective bargaining continues, we continue our consultation with all three Employers.

There have been significant changes to National Council since January 2019. I want to congratulate Brother Bruce Roy, National Vice-President, Sister Jeannette Fillion, RVP-Royal Canadian Mint and Brother Kevin Hanson, RVP-NCR. You can read more about the changes to National Council on **page 3**.

PSPC continues to change the landscape of the workplace with their initiative on GCWorkplace. We have been in consultation with the Employer over the last year. GSU is working with PSAC to highlight our concerns regarding mental health and health and safety issues.

The Royal Canadian Mint has a new President. Marie Lemay was appointed the President of the Royal Canadian Mint in February, 2019. Marie Lemay served as Deputy Minister for PSPC. I look forward to speaking with the President and am hopeful she will bring her knowledge and experience in consultation with GSU to the Royal Canadian Mint. Also occurring at the Mint: Ottawa was the loss of 30 unionized positions. The Mint members did receive incentives and this was based on years of service and age. Brother Jeff Tessier, President-Local 70024 and his entire Executive have been in consultation with the Mint and have been successful in obtaining temporary work for some of the members affected by these layoffs.

Shared Services Canada continues to move forward with their re-organization and realignment of work. We met Luc Begin, SSC Ombudsman in February. The Ombudsman's mandate is different than that of PSPC Ombudsman were SSC Ombudsman will be reviewing the whole SSC organization and the effects Employer decisions have on our members and the organization.



We have met with SSC HR to discuss their work on the Organizational Group Structure review that was negotiated between PSAC and TBS in the last collective agreement. This is a review of job descriptions and classification ratings for our members. Work continues, and SSC is following the direction being provided by Treasury Board.

Collective Bargaining continues and the Bargaining teams for the PA, SV, TC and EB were meeting with TBS March 19-21, 2019. There is still plenty of work to do and I encourage you to lobby your MPs while they are home for spring and summer vacation.

Last and certainly not least GSU continues to work with PSAC, PSPC and TBS on fixing the Phoenix Pay System. We continue to consult with the Employer and advocate for all Public Service members to ensure everyone is paid correctly and on time. GSU was provided information on the NexGen HR to Pay initiative and we are insisting the Employer do their due diligence before implementing any new systems.

On behalf of GSU I want to thank each and everyone of you for the work you do. Enjoy the upcoming warmer weather as we head in to spring and summer.

In Solidarity

Randy Howard
GSU National President



On The Radar | The Knowledge Tree

What is the Knowledge Tree?

In order to succeed on behalf of its Members' interest, a Union must have an efficient communication system within a structure that shares experience and knowledge throughout the chain of support. We learn from each other. The 'Knowledge Tree' illustrates how this system works within GSU.

HOW DOES IS WORK?

All begins with a Member who has a concern and seeks advice. The Member turns to the Local Steward. If the Steward cannot answer the question, then the Steward can turn to the Chief Steward for advice. The Chief Steward has the Local President as a resource.

More often than not, the question will be answered within this group and the Member will receive informed assistance. At the same time, each person within the chain has learned through the exchange. Should that Steward be asked the same question in the future, the answer will be forthcoming to the Member without delay.

Sometimes the question is unusual and the Local President can turn to the Regional Vice-President for assistance. The Regional Vice-President may have the answer and proper advice from previous cases. If not, the Regional Vice-President can contact the Senior Union Representative at the GSU National Office.

Again, the answer may be found there as the Senior Union Representative is working on cases from all the Locals and may have seen the problem before. The informed advice passes back down through the chain to the Member. Each person in the chain will know how to answer that question should it arise again in the future.

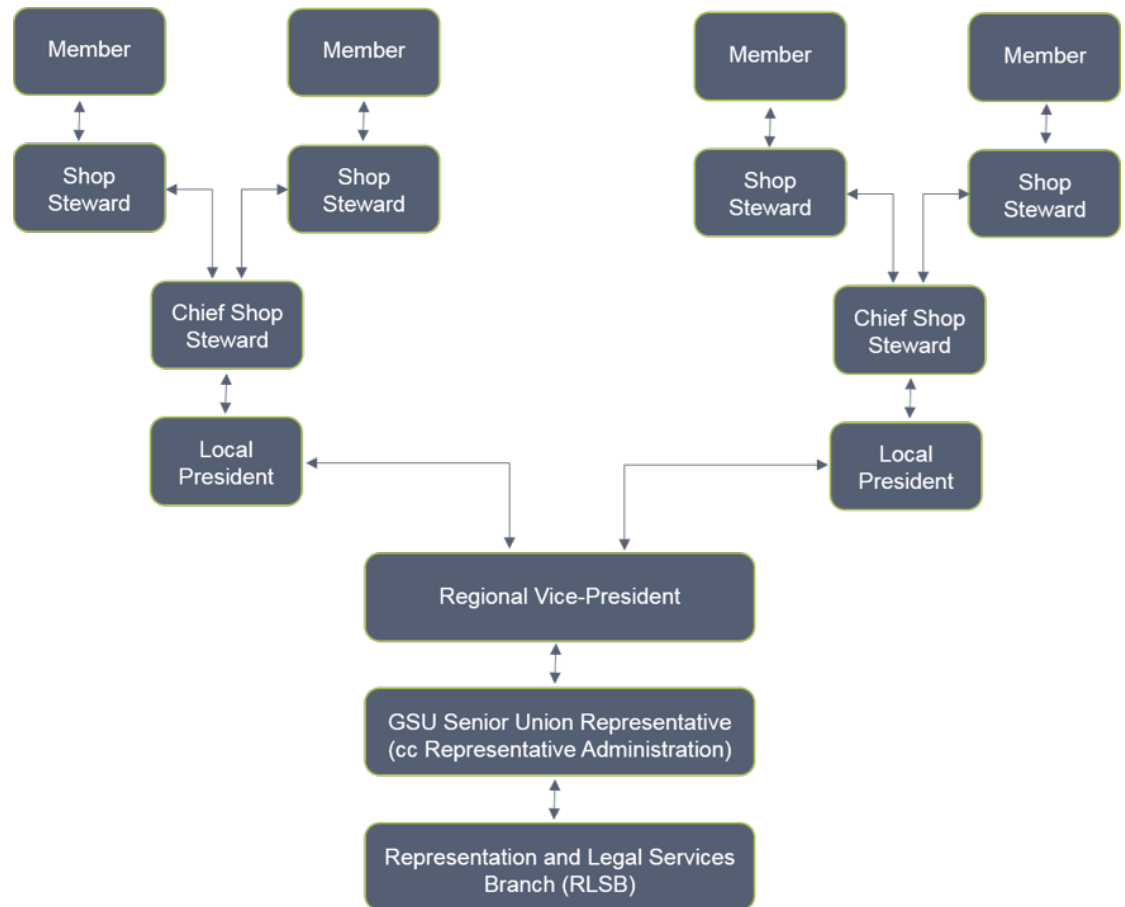
In the event the Senior Union Representative is unable to answer the question, that person can contact the PSAC Representation and Legal Services Branch for advice.

Once the advice is received, it will be shared with the Regional Vice-President and it will be passed back down along the chain to the Member.

Should another Regional Vice-President ask the same question of the GSU Senior Union Representative, there will be no need to turn to the PSAC and take up its time. The previous case has provided the answer and that knowledge will pass back down through a different branch of GSU Locals.

You will note from the illustration that a GSU Regional Vice-President is responsible for more than one Local. Should another Local have the same question, it will go no further than the Regional Vice-President to find its answer. In a sense, one Local has helped another.

If someone should leave that chain of support, the experience and knowledge gained from the case will not be lost to the Membership. There are five or six others who have learned from the process as well. They will remain to help in the future.



Eye On GSU

GSU National Council

GSU National Council has seen a lot of changes in the past months. **Brother Bruce Roy** was elected as National Vice-President. As his RVP position became vacant, **Brother Kevin Hanson** became the newly elected RVP in the National Capital Region. **Sister Jeannette Fillion** became the new RVP for the Royal Canadian Mint as **Brother Charron** left for retirement.

Sister Linda Harding has agreed to temporarily assume the role of National Vice President (Equity) pending the return of **Sister Kelly Bush**. As such, **Sister Michelle Simard** will now be the alternate RVP for the Lower BC, including Vancouver, region. As the alternate RVP for Labrador Newfoundland, **Brother Gary Byrne** took over the position left vacant with **Brother Walsh's** retirement. Finally, **Sister Heather Rawlins** is the alternate RVP for Alberta, Nunavut and Northern Territories while **Sister Robyn Thompson** is on leave.

"I am very grateful of the vote of confidence from my sisters and brothers. I would also like to take the opportunity to recognize the former members of the GSU National Council. I consider myself lucky to have been exposed to great mentors during my career as a union activist."



**– Bruce Roy
National Vice-President**

I am hitting the ground running and my first priority is to work with the GSU Young Workers Committee to ensure the success of the GSU first Young Workers Summit in November 2019. In addition, I will work diligently with the GSU National Council, Local Executive officers and our members to ensure that the GSU continues to fight for respect and that our rights are recognized by our employers."



What is new in the office?

Sister Danielle Laprade retired in January 2019. With **Sister Laprade** departure, an Administrative Assistant to the National office became vacant. A hiring process is in progress to fill the vacant position. **Congratulations on your retirement Sister Laprade!**

GSU NATIONAL OFFICE

Randy Howard
National President

Maria Thomas
Executive Assistant to the National President

Dominique Barrette
Executive Coordinator to the National President

Monique Desrosiers
Finance & Administration Officer

Stephanie Ehler
Union Representative

Érik Gagné (on leave)
Senior Union Representative

Paulette Michon-Hamelin
Union Representative

Logan Lafleur
Administrative Assistant to the National Office

Craig Spencer
Senior Union Representative

Diane Turcotte
Administrative Assistant to the Union Representatives

Jennifer York
IT Assistant

Vacant
Administrative Assistant to the National Office

Some well-deserved retirement....

In the past three months, GSU saw two of its long-standing members and officers leave for retirement. **Brother Bill Walsh** and **Brother Daniel Charron** have been involved with GSU since its beginning twenty years ago.



**Thank you
Brothers for your
work and
dedication to the
Union over the
past years!**



Brother Daniel Charron receiving a retirement gift from **Randy Howard**, GSU National President, in appreciation of all the years of dedication to the Union.

Brother Bill Walsh receiving is Life Member Award from **Randy Howard**, GSU National President. Life Member was awarded to **Brother Walsh** by National Council in September 2018.



Take Action

UPCOMING EVENTS



April 2019

17 Local 70015 AGM

23 Local 00026 AGM

May 2019

06 Local 70017 AGM

August 2019

12-15 Local Presidents' Conference

16 National Council

November 2019

5-7 GSU Young Worker Summit

Note that more AGMs and events will be taking place in 2019 – This list reflects what has been confirmed

Contact Us!

1-888-220-2414

info@gsu-ssg.com



Burnt by Phoenix

To mark Phoenix third anniversary, GSU members from the NCR came together on February 28, 2019 for a Day of Action in order to put pressure on the government for urgent action. **Some progress** has been made over the past year, but members across the country are still experiencing financial and emotional hardship.

This was the first of many other actions around the country to demand concrete actions from the government: **FIX PHOENIX!**

Sign up to get updates on Phoenix and get more information at <http://hereforcanada.ca/>



PSAC President Chris Aylward and PSAC Vice-President Magali Picard began a cross-country mobilization tour in Victoria, British Columbia. In the coming weeks, they will meet with the membership from every region to discuss bargaining efforts and support mobilization around those key issues.

Go to your regional PSAC websites ([NCR](#), [Ontario](#), [Quebec](#), [Prairies](#), [North](#), [Atlantic](#), [BC](#)) for more information.

Interested in learning more about how union works?

PSAC, through their regional office, offers a wide range of courses and training modules. These learning opportunities can be done in a class form or online. To learn more, go to:

<http://psacunion.ca/education>

We Want to Hear from You!

In the next year and going forward, GSU would like to publish a newsletter similar to this one, on a quarterly basis. Have a story idea or some suggestions? Contact Dominique Barrette, Executive Coordinator: barrettd@psac-afpc.com

Did you know?

As a GSU-PSAC member you can get involve in the different PSAC Regional Committees.

To learn more, go to <http://psacunion.ca/about> and click on your region to find out what committees are active in your region!