



# Government Services Union

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NEWSLETTER 2019-2

### GSU NATIONAL COUNCIL

#### National Officers

**Randy Howard**  
President

**Martine Babcook**  
Vice-President

**Kelly Bush**  
Vice-President (Equity)

**Bruce Roy**  
Vice-President

#### Regional VPs

##### **Atlantic Region**

Gary Byrne  
Shanny Doucet  
Anthony Drozdowski

##### **Quebec Region**

Mélanie Hamel  
Michèle Parent

##### **NCR**

Kevin Hanson  
Pascal Ladouceur  
Nicole Rousseau

##### **Ontario Region**

David Cuning  
Sue Soubra Boone

##### **Western Region**

Heather Rawlins (acting for  
Robyn Thompson)  
Larissa Williams

##### **Pacific Region**

Linda Harding  
Reni Stein

##### **Royal Canadian Mint**

Jeannette Fillion

## From GSU's First National President...

In early 1999, the 5000 PSAC members of the Supply and Services Union and the Union of Public Works Employees approved, in a referendum vote, the merger of their two Components.

On 27 – 29 August 1999 the founding Convention of GSU was held with almost 100 delegates representing 44 SSU and UPWE Locals and both National Executives in attendance. Delegates confirmed an executive structure including a Local Presidents' Council, finalized the GSU By-Laws, elected a new National Council and adopted a number of policies which guided the new Union's direction.

Following Convention, GSU began working to formalize and enhance union-management consultations with our employers, to increase our ability to represent GSU members in their workplaces and to incorporate Local representatives into GSU's governance and policy decision-making.

## To Current...

As of today, Government Services Union membership has increased to over 9000 members. GSU represents members from three separate employers, Public Service and Procurement Canada, Shared Services Canada and Royal Canadian Mint.

We must be thankful to the members, Local Representatives, Regional Representatives and National Representatives that came before us and those volunteering today, for the respect GSU receives from the three Employers during consultation. Consultation meetings are being held locally, regionally and nationally.

Although there have been many changes over the years, the issues remain the same or very similar. GSU continues to enhance the union-management consultation with our employers and our representatives continue to represent our members across the country.

By the summer of 2000 GSU had a new National Office, SSU and UPWE Locals across the country had begun to merge voluntarily, and the National and Local Presidents' Councils had established three priorities for GSU – employment security for our members, training and development for Local and Regional representatives and increasing the Union's presence, recognition and inclusiveness in our members' workplaces.

The first years of GSU were challenging and exciting and I was honored to play a role in the creation of GSU. However, real credit belongs to the SSU and UPWE members who voted for the merger, to the GSU National Council and Locals who made the merger a reality and to the National Office staff who provided the new Union with the support and expertise to make GSU a success.

Up the Union!

Mark Brunell, September 2019



*Randy Howard, GSU National President and Mark Brunell, GSU Founding President at the 2019 Local President's Conference*

Twenty years have passed and I am honored to be in the same company as our past leaders. Like them, the credit belongs to GSU members, to the GSU National Council and Locals who represent our members daily and the National Office staff who to this day, provide the expertise to make GSU a success.

In Solidarity!

Randy Howard, September 2019



### What is a Public Interest Commission (PIC)

In May 2019, PSAC bargaining teams declared impasse in the negotiations.

By law, when impasse is reached, a PIC is established to help the party reach an agreement. A panel of three people conduct hearings where the union and employer submit briefs and explain how they view the outstanding issues.

Once the hearings are done, the PIC generally issues a report with recommendations, within 30 days - And it is only after the reports are issued, that members from each bargaining unit will be able to take a strike vote.

## On The Radar

### Treasury Board Bargaining Update

On September 1<sup>st</sup>, 2019, the Program and Administrative Services (PA) unit, who represent half of PSAC 140 000 federal public service workers resumed negotiations with the Treasury Board.

Despite 6 days of consecutive bargaining, and PSAC returning to the table in good faith, the Government failed to meet PSAC key demands:

1. Annual wage increases that meet or exceed inflation;
2. Improved work-life balance;
3. Equitable monetary compensation for the pain and suffering caused by Phoenix.

With the elections set to be called soon, it is unlikely that another opportunity to return to the bargaining table will present itself. This means that negotiations between PSAC and Treasury Board will only resume after the October 21<sup>st</sup>, 2019 elections. While PSAC will always return to table in good faith, it will have to undertake preparation for possible strike action.

#### Strike?

Regardless of the outcome of the October 21<sup>st</sup>, 2019 elections, PSAC will continue to defend its members' demands through negotiations. However, in the event that PSAC and the Government are unable to reach an agreement after the Public Interest Commission (PIC) reports are issued, members will have the opportunity to take a strike vote.

In the upcoming months, PSAC will be offering strike training to its members to ensure that everyone is prepared in the event of a strike.

The Government Services Union will continue to work closely with PSAC to ensure that you are kept updated in a timely fashion. You can also sign-up here to get the latest development regarding bargaining:

<http://psacunion.ca/mailing-list>

## 2019 GSU Local Presidents' Conference

On August 14 and 15, 2019, GSU Local Presidents came together for the Local President's Conference. This year's edition also marked GSU's 20<sup>th</sup> anniversary. GSU Local Presidents' Conference is the occasion for participants across the country to network and share their experiences with the union.

Prior to the Conference, participants met in regional caucuses to discuss various issues occurring in their region. Two concerns were identified across all regions:

- Mental Health;
- Harassment and bullying.

GSU must ensure that the employers place initiatives addressing these two issues at the heart of their strategies. Increasingly, GSU members are facing harassment situations at work, resulting in mental injuries.

Employers have a responsibility to ensure a healthy environment free of violence to its employees and it is the GSU's duty to ensure that the employers are kept accountable.

## 2020 Convention

In a little over a year, over 100 GSU elected delegates will attend the GSU Triennial Convention to elect national and regional leaders, as well as to vote on guiding principles for the Union. GSU 8th Triennial Convention will take place in Ottawa, during the week of September 28, 2020.

GSU members, through their Locals, are invited to start thinking about the different resolutions they would like to present at the Convention.

PSAC will also provide training sessions on the drafting of resolutions.

Consult the Education section of your area for more details:

<http://psacunion.ca/education>

You can also consult minutes of the last GSU Convention on GSU website at: <https://gsu-ssg.com/en/gsu/governance-of-gsu/triennial-national-convention>



## What is new in the office?

A couple changes occurred at the GSU national office. First, GSU is pleased to welcome Sister Neola Sanders in to the team as the new assistant to the union representatives! Speaking of the representation section, GSU is currently in a process to find its new Senior Union representative, following the departure of Brother Erik Gagné.

### 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

*Paulette Michon-Hamelin*  
Union Representative

*Logan Lafleur*  
Administrative Assistant to the National Office

*Diane Rancourt*  
Administrative Assistant to the National Office

*Neola Sanders*  
Administrative Assistant to the Union Representatives

*Craig Spencer*  
Senior Union Representative

*Jennifer York*  
IT Assistant

# Take Action, Get Involved



## UPCOMING EVENTS

### October 2019

- 10 Local 50002 AGM
- 23-24 GSU Equity Meeting

### November 2019

- 5-7 GSU Young Workers Summit

### April 2020

- 22 GSU National Council

### September 2020

- 28-30 GSU Triennial Convention

### October 2020

- 1 GSU Triennial Convention

## Contact Us!

1-888-220-2414

info@gsu-ssg.com

## GSU HAS A NEW WEBSITE!

On August 26, 2019 GSU launched its brand new website. Same address, new fresh look, the new website provides more streamlined navigation. Over the next months, more relevant tools and documents will be added to the different sections to ensure that you and your members have all the information you need at your finger tips.

Let us know what you think!

### *Did you know?*

*As a GSU-PSAC member you can get involved 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 area!

## 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!

Have a story idea or some suggestions? Contact Dominique Barrette, Executive Coordinator: [barrettd@psac-afpc.com](mailto:barrettd@psac-afpc.com)