



Government Services Union

In This Issue

President Message **P.1**

Eye On GSU **P.3**

On The Radar **P.2**

Take Action **P.4**

NEWSLETTER 2018-1 | December 2018

GSU NATIONAL COUNCIL

National Officers

Randy Howard

President

Martine Babcook

Vice-President

Kelly Bush

Vice-President (Equity)

Lori Walton

Vice-President

Regional VPs

Atlantic Region

Shanny Doucet

Anthony Drozdowsky

Bill Walsh

Quebec Region

Mélanie Hamel

Serge Sauvageau (acting for
Michèle Parent on leave)

NCR

Pascal Ladouceur

Jim McQuaid

Nicole Rousseau

Bruce Roy

Ontario Region

David Cuning

Sue Soubra Boone

Western Region

Robyn Thompson

Larissa Williams

Pacific Region

Linda Harding

Reni Stein

Royal Canadian Mint

Daniel Charron

From the President...

We're back and happy to introduce the Government Services Union 2018 newsletter. We hope you enjoy the articles, the layout and most of all, the material included in the new edition. In future editions we will be reaching out to you for story ideas, themes and thoughts. I hope you are as excited as we are to be able to provide you another means of getting news and updates to you.

Let me start by welcoming Sister Dominique Barrette, Executive Coordinator to the National President who commenced working with GSU in September of this year. I also would like to welcome back Brother Craig Spencer who has agreed to return from retirement to replace Brother Erik Gagné, our Senior Union Representative, while he is on leave for a year. Finally, I need to thank all the staff of GSU National Office for their continued hard work as we work through this transitional period.

Our National Council representatives continue to provide support to their Locals and the membership. They are meeting with the Employer at the Local, Regional and National levels. Thank you for your dedication.

Working with the three Employers is proving to be a challenge. All three Employers are going through organizational change, transformation of the organization, and reclassification of positions. We are working with other Unions to identify common issues and concerns that affect our members.

We are in the midst of collective bargaining for our members within Treasury Board Pay and Administration table (PA), Operational Services table (SV), Technical Services table (TC) and with the Royal Canadian Mint Ottawa and Winnipeg. We were told that this Liberal Government would respect all Public Service Workers however, their actions speak otherwise. I would encourage members to speak with their MPs and send the message that we want a fair and equitable collective agreement, and ask how they intend to aid us in obtaining this collective agreement.



GSU has been in many consultations with the Employers in regard to the adoption of Bill C-65 and the changes to the Canada Labour Code (harassment and violence). To support implementation of the Act, regulations and policies will need to be enacted in a range of areas, such as the prevention of, the response to, and support to those who have been subject to harassment and violence, including sexual harassment and sexual violence, in the workplace. One incident of harassment is one too many. We are hopeful that with the unions input, the legislation policies will protect members from every form of harassment and violence. The new regime will ensure that employers respond appropriately to incidents of harassment and violence in the workplace. We are hopeful through our consultation with the Employers that they will address our concerns with the implementation of the changes required within Bill C-65.

Finally, at our National Local Presidents' Conference held in Gatineau, Qc, in September, 2018, three (3) priorities were identified throughout our Locals: 1. Communication 2. Mobilization 3. Representation. The National Office in collaboration with the National Council and the Local Presidents will be working on these priorities in the upcoming new year with members being at the core of any initiatives.

As you can see, there is plenty of work being done and plenty of work in the future. I want to thank you for all the work you are doing and want to wish you and your families a very happy holiday season.

In Solidarity

Randy Howard
GSU National President



Union Dues Correction

On November 14th, PSAC members saw an adjustment of their union dues on their payroll. This adjustment came as the government was finally able to implement the necessary corrections to the Phoenix pay system so that it processes memberships dues correctly – for several years now, thousands of federal public service workers have been overpaying or underpaying union dues. In fact, current estimates state that nearly \$2.6 million in membership dues will be refunded to PSAC members. Unfortunately, it also means that PSAC is owed nearly \$20 million in dues.

Union dues are integral to fund union services such as collective bargaining, representation and training for the elected officers.

What does it mean for your members?

If you are entitled to a reimbursement, PSAC will reimburse the whole amount that is owed to you.

For those you were underpaying their dues, PSAC will only recover up to 1 years' worth of union dues and the payments will take place over several pay. As for the rest of the money that is owed to PSAC, they are looking into legal avenues to recover it.

If you have any additional questions regarding arrears owed, [please fill in this form](#) to request additional information.

On The Radar

COLLECTIVE BARGAINING

GSU members fall under several bargaining units.

Under Treasury Board, we have members in the Program and Administrative Services - PA group, Operational Services - SV group and the Technical Services - TC Group. Under the Royal Canadian Mint, we have members in production and in the protective service (PSO).

All tables have begun their negotiations for their new collective agreement.

Treasury Board

Negotiations between Treasury Board and PSAC, GSU's bargaining agent, are ongoing.

At the end of November, after months of delay, the Government finally came back with a series of counter-proposals to PSAC.

To PSAC proposal to increase salary by 3.75% per year for the 2018-2020 period, the Government proposed a wage increase of only 0.75% per year – far from matching inflation – for 4 years, with no retroactive payments. In addition to this, they would like to see the new agreement only implemented 365 days after it is sign by both parties.

In short, this would represent a two-year wage freeze for PSAC members, and it is unacceptable.

PSAC is committed to deliver a fair and equitable collective agreement to its members and will never agree to go below what they deserve.

Royal Canadian Mint

Members in production began their negotiations with the Royal Canadian mid-Fall. Their third round of bargaining took place during the week of December 10, 2018. The PSO should start their negotiations in the new year.

COLLECTIVE BARGAINING NEGOCIATORS

Treasury Board

Gail Lem (PA group)
Brenda Shillington (SV group)
Seth Sazant (TC group)

Royal Canadian Mint

Tom Milne (both groups)



Coming up in 2019

Last September, at the Local Presidents' Conference, three main priorities were identified: **Communication**, **Mobilization** and **Representation**.

In collaboration with the various GSU internal committees, we will address each of these priorities in 2019.

Communication: In early 2019, GSU will work to develop a communication strategy to align our objectives to the needs and expectations of our members and representatives and to convey an image and a unifying message.

In parallel, we will work on redesigning the website to make it more current. Other initiatives will develop during the year, as we implement our communication strategy.

Mobilization: We will continue to meet with our members and work to develop the Locals that were identified as a priority during the Local Presidents' Conference.

The Young Workers Conference scheduled for October 2019 will allow us to identify themes and concerns that are relevant to young workers. This conference will allow us to train ambassadors who can, in turn, demonstrate the importance of GSU in their workplace.

If 2018 was a busy year full of challenges, 2019 looks promising and exciting, although far from being a long, quiet river. What a great year ahead of us!

Mobilization will also be part of the communication strategy – what can we say to our members in order to remain and perhaps increase our relevance them.

Representation: With the arrival – or return rather - of Brother Craig Spencer, GSU Representation Team is working at full capacity.

In addition, GSU will review the tools currently in place and, if necessary, work to develop mechanisms that will support the elected officers in their role.

Major Events: Finally, we will see two major events in 2019: The **Local Presidents' Conference** in August 2019 in Montreal and the first-ever **GSU Young Workers Conference** in October 2019 in Ottawa.

GSU BURSARY WINNERS FOR 2018

Every year, three bursaries of \$1,000 are given to dependents of GSU members who are attending full time studies.

Each student who applied had two questions to choose from and submit their essay to the Union Recognition Committee. The committee then reviewed the applications and chose the three winners for 2018.

The **Bonnie Robichaud Bursary** has been awarded to **Cindy Atayan**, daughter of Cynthia Atayan from Local 50057, Royal Canadian Mint.

The **Jim Williams Memorial Bursary** has been awarded to **Taylor Knaus**, daughter of Leanne Knaus from Local 40007, Western Region.

The **A.F. Wood Memorial Bursary** has been awarded to **Amy Lafleur**, daughter of Lisette Lafleur from Local 70024, Royal Canadian Mint.

What is new in the office?

Since November 19, 2018, Brother Craig Spencer has re-joined the National Office team as GSU Senior Representative and will be with us for the next year. **Welcome back Brother Spencer!**

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

Danielle Laprade
Administrative Assistant to the National Office

Craig Spencer
Senior Union Representative

Diane Turcotte
Administrative Assistant to the Union Representatives

Jennifer York
IT Assitant



Take Action

UPCOMING EVENTS



January 2019

23 Local 10011 AGM

26 Local 70024 AGM

February 2019

01 Local 70019 AGM

04 Local 00027 AGM

05 Local XPW75 AGM

21 Local 10161 AGM

21 Local 70013 AGM

August 2019

12-16 Local Presidents' Conference

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

Contact Us!

1-888-220-2414

info@gsu-ssg.com

The Heat is On! Campaign

Several government heating plants provide heat and cooling services through miles and miles of tunnels, to nearly 100 buildings in National Capital Region, including the Bank of Canada, the Supreme Court and the Parliament, and cooling services to most of these as well.

It is estimated that more than 50,000 public service workers are employed in these buildings and the plants also provide heat to buildings used by other NCR residents, not in the federal public service.

Many of these buildings, and the 14km+ of tunnels, require high level security clearance and currently, GSU members operate them.

PSPC has begun the process to turn the existing central heating plant infrastructure in the NCR into a Private-Public Partnership.

In other words, the federal government wants corporations that are only looking to turn a profit – including those with a reputation of corruption and mismanagement – to design, finance, build/modernize, maintain and operate the 5 heating plants in the NCR for a 30-year contract term.

On October 1st, 2018, PSAC launched the *Heat is On* campaign to raise awareness among the population and ultimately, keep the central heating and cooling facilities in the NCR under public sector maintenance and operation. Since, PSAC was able to secure meetings with some MPs and is planning a day of action in the new year.

Regardless of where you are in Canada, you can add your voice to this campaign by signing the digital letter here: [The Heat is On.](#)

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 quartely basis. Have a story idea or some suggestions? Contact Dominique Barrette, Executive Coordinator: barrettd@psac-afpc.com



HAPPY HOLIDAY SEASON TO ALL GSU MEMBERS, OFFICERS AND STAFF!!

