
Convention Proceedings



Government Services Union, PSAC

Seventh Triennial National Convention

September 26, 27 and 28, 2017

Delta Ottawa City Centre

Ottawa, Ontario

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Tuesday September 26, 2017

A.M. Session

Call to Order

- Sister Lackie called the Seventh GSU Triennial National Convention to order at 9:00 a.m. on Tuesday September 26, 2017.
- The Convention started with a drum recital called 'djembe' which means "everyone gather together in peace". The performance was well received by all.
- Sister Donna Lackie, GSU National President welcomed the delegates to Ottawa.
- Sister Lackie introduced Barbara Hill, an Aboriginal Elder. Sister Lackie indicated that Barbara Hill was born on the Kitigan Zibi Anishinabeg Reserve located outside of Maniwaki, Quebec and that she is a Drum keeper and a spiritual advisor to Nigaan. Barbara Hill opened the Convention with a traditional Aboriginal prayer.
- Sister Lackie introduced Brothers Cunning and Walsh and Sister Doucet who led the singing of 'Solidarity Forever'.

Introductions

Sister Lackie introduced the Life Members and the President of Union of Northern Workers, Todd Parsons.

GSU Life Members

Daryl Bean, Mark Brunell, Valerie Denesiuk, Jean-Paul Fortin, Jack Gale Bob Graves, John Jedrasik, Pierre Laberge, Michael Lavery, Nadine Lethbridge, Bonnie Robichaud and Phillip Robinson.

PSAC Statement on Harassment

Sister Lackie invited Sister Harding to read the PSAC Harassment Policy. A copy of the PSAC Statement on Harassment was provided in the Convention kits.

Our union is made strong by Sisters and Brothers working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. The Alliance Constitution states that every member is entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, criminal record, disability, sexual orientation, language, class, or political belief. Members are also entitled to be free from personal harassment.

If you experience harassment at this event, contact the identified Harassment Complaint Coordinator to discuss the situation and possible responses. Our initial approach is to encourage early and informal resolution and to facilitate our members speaking directly with one another to resolve the matter. If this is not successful or

possible, the Constitutional and policy mandates on the issue of harassment will be fully and quickly enforced.

Harassment in all its forms detracts from our common purpose and weakens our union. Let each one of us, as we work together on the important task at hand; treat each other with dignity and respect.

Sister Lackie then introduced Sisters Paulette Michon-Hamelin and Stephanie Ehler as the Anti-harassment Coordinators for this Convention.

PSAC Policy on Scent-Free Environments

Sister Lackie invited Brother Daniel Charron to read the PSAC Scent Policy. A copy of the PSAC Scent Free Policy was provided in the Convention kits.

The Public Service Alliance of Canada is committed to ensuring that all members with disabilities are able to participate effectively in order to contribute to the organization's mandate.

In this regard, the Alliance recognizes that accessibility is an essential requirement for the participation of members with environmental disabilities.

In consideration for the health of our colleagues who may suffer from environmental disabilities, and with the goal of eliminating a contaminant from the air, the PSAC requests that all participants attending any union function refrain from using scented products. These include scented perfumes, colognes, lotions, hairsprays, deodorants and other products promoted by the fragrance industry.

The policy also requires that, before any union event or function, anyone suffering from environmental disabilities needs to self-identify with those organizing the meeting, course, or event.

A participant who notices a problem is required to address the person in a cordial and respectful manner. Any unresolved issues would then be brought to the attention of the organizers who will investigate and attempt to find suitable accommodation up to the point of undue hardship.

By working together, we can create healthier environments for ALL, and accommodate the needs of persons who have environmental disabilities.

Guest Speaker: Robyn Benson

Sister Lackie introduced Sister Robyn Benson, PSAC National President. Sister Benson was re-elected as PSAC National President at the 17th PSAC National Triennial Convention in May 2015. She was first elected as PSAC National President in May 2012. Sister Benson addressed the Convention delegates and thanked Sister Lackie for inviting her to speak at the GSU Convention.

As Sister Lackie will not be standing for re-election, Sister Benson extended her best wishes and thanked Sister Lackie for all of her hard work and dedication over the past six years. Sister Benson addressed the delegates and spoke about

the many challenges that the union is facing and by remaining united and strong we can make a difference.

Guest Speaker: Greg McGillis

Sister Lackie introduced Brother Greg McGillis, Regional Executive Vice-President for PSAC NCR. Brother McGillis was elected to this position in May 2017. Prior to being elected as the PSAC REVP position, Brother McGillis was Regional Vice-President, NCR for Government Services Union. Brother McGillis addressed the delegates and spoke on various issues. Brother McGillis agreed to have his presentation recorded to share with the members in Miramichi. He apologized to the members for a comment he made in a CBC interview stating that it was a mistake to move the federal pay centre to New Brunswick.

Host Committee

Sister Lackie introduced the host committee.

Daniel Charron	National Capital Regional Vice-President
Michel Maheux	National Capital Regional Vice-President
Nicole Rousseau	National Capital Regional Vice-President
Bruce Roy	National Capital Regional Vice-President

Brothers Charron, Maheux, Roy and Sister Rousseau addressed the delegates and welcomed them to Ottawa. They also indicated that should delegates, observers or guests need information during the week, the Host Committee Members would be available to assist them.

GSU National Council

Donna Lackie	National President
Martine Babcook	National Vice-President
Lori Walton	National Vice-President, Equity
Dale Blandford	Pacific Regional Vice-President
Kelly Bush	Atlantic Regional Vice-President
Daniel Charron	National Capital Regional Vice-President
Louis Cotte	Quebec Regional Vice-President
Alain Courcelles	Western Regional Vice-President
David Cunning	Ontario Regional Vice-President
Mélanie Hamel	Quebec Regional Vice-President
Linda Harding	Pacific Regional Vice-President
Randy Howard	Atlantic Regional Vice-President
Michel Maheux	National Capital Regional Vice-President
Nicole Rousseau	National Capital Regional Vice-President
Bruce Roy	National Capital Regional Vice-President
Dave Thomson	Ontario Regional Vice-President
Bill Walsh	Atlantic Regional Vice-President

GSU National Office Staff

Monique Desrosiers	Finance and Administration Officer
Stephanie Ehler	Union Representative
Tiffanie Francoeur	Term Assistant to the National Office
Erik Gagné	Senior Union Representative
Bob Haywood	Advisor to the National President
Paulette Michon Hamelin	Union Representative
Maria Thomas	Executive Assistant to the National President
Diane Turcotte	Assistant to the Union Representatives
Jennifer York	Technology Assistant

Regrets

Danielle Laprade	Assistant to the National Office
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PSAC Staff

Anne-Marie Grondin	PSAC NCR Regional Representative
Élisabeth Woods	PSAC NCR Regional Coordinator

Guests

Robyn Benson	PSAC National President
Chris Aylward	PSAC National Executive Vice-President
Greg McGillis	PSAC NCR Regional Executive Vice-President
Morna Ballantyne	PSAC Special Projects Officer
Richard Warman	Human Rights Lawyer

Announcements

Brother Haywood made the following announcements:

- Brother Haywood requested that the delegates sign the “Convention Book” sometime during Convention. This Convention Book was launched in Québec City and it is to be passed on to all future Conventions.
- This is a bilingual Convention. Simultaneous interpretation is provided.
- Elections will be done electronically, however, delegates should have their ballots books with them at all times.

Report of the Credential Committee

M/S Sheldon Jacobs / Gary Byrne

THAT the first report of the Credential Committee be adopted:

82	Accredited Delegates
17	Observers
15	Life Members and Guests

MOTION CARRIED.

The Credentials Committee reported 82 accredited delegates present.

MOTION CARRIED. (Attached as Appendix ‘A’ - List of Delegates)

Adoption of the Rules of Order

M/S Bruce Roy / Linda Harding

THAT the Rules of Order be adopted as presented.

MOTION CARRIED.

Adoption of the Convention Agenda

M/S Louis Cotte / Lori Walton

THAT the Convention Agenda be adopted as presented.

MOTION CARRIED.

(Attached as Appendix 'B')

GSU Honour Call

Sister Lackie proceeded with the honour call for the following individuals who have passed away during the last three years. The following names appeared on the screen:

Brother Bill Drennan	Local 00027
Brother Robert Fischer	Local 00027
Sister Ruth Smedley	Local 00031
Brother Bill Denis, Life Member	Local 00031
Brother Robert Pearce	Local 20001
Sister Cindy Aisman	Local 50002
Sister Carol Lampropoulos	Local 60011
Brother Noel Cooper	Local 60018
Brother Richard Smith	Local 70013
Sister Jocelyne Morin	Local 70019
Brother Richard Bell	Local 70020
Brother Charles Sincennes	Local 70020
Brother Doug Chappell	Local 70023
Brother Terrance (Terry) McKinnon	Local 70023
Brother Mathew Robillard	Local 70024
Brother Nathan Stewart	Local 70055
Sister Andrea Powell	Local 90011

A moment of silence was observed.

Ratification of Appointments to Convention Committees

M/S Randy Howard / Kelly Bush

THAT this Convention ratifies the appointments to committees.

MOTION CARRIED.

(Attached as Appendix 'C')

Announcements

Sister Lackie introduced the nominations committee: Michèle Parent and André Côté. Brother Haywood explained the election procedures.

Address of the GSU National President

Sister Lackie delivered her address to the Convention delegates. She stated that it has been an absolute pleasure and honour working with everyone over the past six years. She would like to thank everyone for their support and hard work. To the incoming elected officers, she wished everyone all the very best.

Sister Lackie indicated that a copy of the National President and National Vice-President's reports were provided in their kits. **(Attached as Appendix 'D')**

P.M. Session

Report of the Credential Committee

M/S Sheldon Jacobs / Gary Byrne

THAT the second report of the Credential Committee be adopted:

83 Accredited Delegates

17 Observers

19 Life Members and Guests

MOTION CARRIED.

The Credentials Committee reported 83 accredited delegates present.

Ratification of Regulations and Policies adopted by the National Council

M/S Nicole Rousseau / Lori Walton

REGULATIONS

Regulation 1: Regions for Regional Vice-presidents

Regulation 2: Framework Local By-Laws / By-Law 9, Section 2g

Regulation 3: Terms and Conditions of Employment for the National President

Section 4. Continuous employment

Section 10. Vacation leave with pay

Section 10c. Vacation leave with pay

Section 10d. Vacation leave with pay

Section 15. Other benefits

Section 17. Severance Pay

Regulation 6: Life Memberships, Honourary Memberships and Awards of Merit

Section 2c: GSU Life Membership

Section 2g: GSU Life Membership

Section 3c: GSU Life Membership - Process

Section 3d: GSU Life Membership - Process

Section 4b: GSU Honourary Memberships

Section 4c: GSU Honourary Memberships

Section 4f: GSU Honourary Memberships

Section 5c: Awards of Merit

Section 5e: Awards of Merit

Regulation 10: Replacement of the National President - Section 1.

Regulation 13: GSU Elected Officer Accountability Accord.

POLICIES

Policy 3: Family Care at GSU Meetings

Policy 15: Local Annual General Meeting Subsidy

FIVE NEW POLICIES BE ADDED

Policy 17: Signing Authority for Memorandums of Understanding

Policy 18: Recognition of Prior Memberships

Policy 19: GSU Awards and Bursaries / PSAC Awards process

Policy 20: Equity Training at all GSU Leadership Events

Policy 21: Translation of Local By-Laws

Convention Action: Motion Carried as presented. (Attached as Appendix 'E')

Committee Reports

Report of the Finance Committee

The Convention Chairperson asked the Co-Chairpersons of the Finance Committee, Sisters Martine Babcook and Nicole Rousseau, to come to the front to be introduced. Sister Babcook then introduced the other members of the Committee.

It was indicated that all resolutions will be automatically moved and seconded by the Co-chairpersons Sister Martine Babcook and Sister Nicole Rousseau on behalf of the Committee.

M/S Martine Babcook / Nicole Rousseau

BE IT RESOLVED THAT the 2018-2019-2020 Triennial Budget be adopted, with a monthly dues increase in 2018, 2019 and 2020 from 0.561% to 0.598%. This would increase Revenue by \$134,904 in 2018, \$134,904 in 2019 and \$134,904 in 2020.

M/S Meera Chander / Debbie Thomas

To refer back to the Finance Committee with the following instruction: To reinstate the 2nd Local Presidents' Conference into the budget.

MOTION CARRIED.

The Finance Committee met and presented the following amendment to the 2018-2019-2020 Triennial Budget.

BE IT RESOLVED THAT the 2018-2019-2020 Triennial Budget be adopted, with a monthly dues increase in 2018, 2019 and 2020 from 0.561% to 0.615%. This would increase Revenue by \$214,202 in 2018, \$214,202 in 2019 and \$214,202 in 2020.

MOTION CARRIED. (Attached as Appendix 'F' – Budget is a separate document)

Committee Reports

Report of the By-laws Committee

The Convention Chairperson asked the Co-Chairpersons of the By-laws Committee, Brother Randy Howard and Brother David Cunning, of the By-laws Committee to come to the front to be introduced. Brother Howard introduced the other members of the Committee.

It was indicated that all resolutions will be automatically moved and seconded by the Co-chairpersons Brothers Randy Howard and David Cunning on behalf of the Committee.

A copy of their report was provided to the Convention delegates.

(Attached as Appendix 'G')

Number: B-02-17

Subject: Amalgamate Existing RVP's into one Regional Representation

Originator: Local 20008 - Vancouver

BE IT RESOLVED THAT the two current RVP positions in Pacific Region be amalgamated into one RVP position representing both locals in BC and the Yukon.

Committee Recommendation: Concurrence

Recorded Against: Roman Laroche, Jeffrey Tessier, Kimberly Timmins

Convention Action: Defeated

Number: B-04-17

Subject: Jurisdiction

Originator: National Council – June 2016

THEREFORE, BE IT RESOLVED that RVPs be allowed to represent members in their jurisdictions as well as other jurisdictions at the request of another RVP or the National President.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: B-05-17
Subject: Royal Canadian Mint
Originator: National Council – June 2016

THEREFORE, BE IT RESOLVED By-law 6 - National Council, be amended so that the RCM is a jurisdiction of its own and that one RVP represents all RCM members.

M/S Nicole Rousseau / Jim McQuaid

That resolution B-05-17 be referred back to the By-laws Committee for costing.

MOTION CARRIED.

Report of the General Resolutions Committee

The Convention Chairperson asked the Chairpersons of the General Resolutions Committee to come to the front where she introduced Sister Lori Walton and Sister Mélanie Hamel, Co-Chairpersons of the General Committee. Sister Walton introduced the members of the Committee.

It was indicated that all resolutions will be automatically moved and seconded by the Co-chairpersons, Sister Lori Walton and Sister Mélanie Hamel on behalf of the Committee.

A copy of their report was provided to the Convention delegates.

(Attached as Appendix 'H')

Number: G-07-17
Subject: Young Workers
Originator: National Council – April 2017

BE IT RESOLVED THAT GSU funds a onetime Young Workers Summit in Ottawa with the purpose to discuss the interest in having a GSU Young Workers Committee, to develop a mandate and terms of reference for said committee; and

BE IT FURTHER RESOLVED THAT the Young Workers Summit supports 6 GSU Young Workers in good standing from each employer group Shared Services Canada, the Royal Canadian Mint and Public Services and Procurement Canada (for a total of 18) to attend a fully funded 3-day summit; and

BE IT FURTHER RESOLVED THAT there will be a recommendation to National Council following the summit, along with proposed committee structure, mandate and terms of reference.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: G-06-17
Subject: GSU Logo
Originator: National Council – April 2017

THEREFORE, BE IT RESOLVED that GSU change its logo to the one designed by Ariel L. Supan before the next Convention.

Committee Recommendation: Concurrence

Convention Action: Defeated

Number: G-01-17
Subject: Negotiation of Union Activities Agreements for Local Officials
Originator: Local 10161 - Montreal

BE IT RESOLVED THAT GSU negotiate, in consultation with Locals, with Department(s) (if there is more than one) Union Activities Agreements paid for by the employer(s) in question for the Locals' Officials, and

BE IT FURTHER RESOLVED THAT GSU, through its Regional and National Vice-Presidents' network, provide the necessary coaching and support to Locals who need it, in order to maintain and promote their officials' autonomy. Those officials would be given time off and be remunerated by the employer(s).

Committee Recommendation: Concurrence

Convention Action: Carried

Number: G-03-17
Subject: Amendment to the Ratification Voting Procedure
Originator: Local 10161 - Montreal

BE IT RESOLVED THAT GSU raise, file and support the current resolution at the next PSAC National Convention in order to amend the Directives from PSAC Regulation 15 - Administrative Guidelines Governing Voting Procedures and Bargaining Expenses, to include the option to be informed and vote electronically, in a confidential and secure manner.

Committee Recommendation: Concurrence

Convention Action: Carried

This resolution will be forwarded to the PSAC 2018 Convention.

Number: G-04-17
Subject: Temporary Foreign Workers Program (TFWP) in Canada
Originator: Local 80052 - Halifax

BE IT RESOLVED THAT PSAC will develop a campaign and lobby the federal government in the next 3-year cycle:

- to change the TFWP so that they have access to the rights that all other workers have in Canada;
- to change the TFWP to allow full access to permanent residency in Canada;

- to sign and ratify the ILO (International Labour Organization) conventions related to migrant workers; and
- work with the CLC and other affiliates on this issues.

Committee Recommendation: Concurrence

Convention Action: Carried

This resolution will be forwarded to the PSAC 2018 Convention.

Number: G-05-17

**Subject: The Truth and Reconciliation Commission's Call to Action #57
Training for NBoD**

Originator: Local 80052 - Halifax

BE IT RESOLVED THAT GSU submits this resolution to PSAC National Triennial Convention which states that: PSAC use its education resources to deliver Indigenous awareness training to its leaders, the NBOD, on the Truth and Reconciliation Commission's Call to Action #57 in the next three-year cycle.

BE IT FURTHER RESOLVED THAT ~~said training is facilitated by Indigenous facilitators.~~ the PSAC be encouraged to recognize the importance of having the training facilitated by Indigenous facilitators.

Committee Recommendation: Concurrence as amended

Convention Action: Carried

This resolution will be forwarded to the PSAC 2018 Convention.

Report of the By-laws Committee

Number: B-06-17

Subject: Small Locals

Originator: National Council – April 2017

THEREFORE, BE IT RESOLVED that new locals within GSU shall have no less than 50 members unless approved by the majority of National Council.

Committee Recommendation: Concurrence

Convention Action: Carried

Report of the Finance Committee

Number: F-01-17

Subject: Funding for small Locals

Originator: Local 20001 - Victoria

BE IT RESOLVED THAT GSU increase the annual subsidy to \$1,000 so as to help the smaller Locals cover the cost of running a Local and giving them the opportunity to become more active and to help cover any expenses incurred due to training.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: F-02-17
Subject: Travel to GSU Triennial Convention
Originator: Local 20001 - Victoria

BE IT RESOLVED THAT By-Law 12 Section 14 of the GSU By-Laws be amended to add:

For Locals with less than 100 members, GSU will help subsidize the cost of sending an observer up to and not exceeding 50% of the costs associated with attending.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Report of the General Committee

Number: G-02-17
Subject: Performance Evaluation of Union Officials
Originator: Local 10161 – Montréal

BE IT RESOLVED THAT GSU negotiate with the Employer the addition of a partial or complete exemption category in his/her Performance Review Process, based on the level of the employee's engagement, so that involvement in Union Affairs not create discrimination and not be detrimental to the professional reputation of the employee involved in Union Activities.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Announcements

Sister Lackie made the following announcements:

- Sister Morna Ballantyne, PSAC Special Projects Officer will address the convention floor regarding the Child Care Campaign.
- Richard Warman a human rights lawyer will address the convention floor on Wednesday September 27, 2017.
- The All Candidate Forum will be held at 1:00 pm on Wednesday September 27, 2017 instead of 3:00 p.m.

**The Convention recessed at 3:45 p.m. until 9:00 am
Wednesday September 27, 2017.**

Call to Order

Sister Lackie called the Convention to order at 9:00 a.m. on Wednesday September 27, 2017.

Guest Speaker: Richard Warman

Convention started with an address from Richard Warman. He is an Ottawa-based lawyer who is active in human rights law. Warman worked for the Canadian Human Rights Commission from July 2002 until March 2004. He is best known as the primary instigator of actions related to Internet content under Section 13(1) of the Canadian Human Rights Act against people including white supremacists and neo-Nazis. He has been the successful complainant in sixteen consecutive cases before the Canadian Human Rights tribunal dealing with internet hate.

Sister Lackie thanked Richard Warman for his contribution to the Convention.

Report of the Credential Committee

M/S Sheldon Jacobs / Gary Byrne

THAT the third report of the Credential Committee be adopted:

- 83 Accredited Delegates
- 17 Observers
- 19 Life Members and Guests

MOTION CARRIED.

The Credentials Committee subsequently reported 83 accredited delegates present.

Committee Reports

Report of the By-laws Resolutions Committee

Number: B-05-17

Subject: Royal Canadian Mint

Originator: National Council – June 2016

The By-laws Committee met and referred this resolution to the Finance Committee for costing. The Finance Committee informed the delegates that members' dues would increase 0.13% per member per month should they vote in favor of this resolution.

THEREFORE, BE IT RESOLVED By-law 6 - National Council, be amended so that the RCM is a jurisdiction of its own and that one RVP represents all RCM members.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: B-01-17
Subject: Expenses for Members on GSU Business
Originator: Local 30001 – Edmonton & North Alberta

BE IT FURTHER RESOLVED THAT Elected Officers, Delegates, have a due diligence and responsibility to use the members' dues in good faith and be fiscally responsible with GSU Funds that are generated through membership dues, and

BE IT RESOLVED THAT Regulation 4, #4 be amended to read as follows:
Reimbursement for overnight accommodation within a traveler's headquarters area shall be authorized in certain circumstances subject to prior approval. Examples may include accommodation for such purposes as in-residence conferences, meetings, training courses and collective bargaining sessions that require travelers to remain on-site.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: B-03-17
Subject: The number of Regional Vice- Presidents: per region
Originator: Local 70055 – NCR Supply

BE IT RESOLVED THAT By-law 6 – National Council Section 2 (c) of the GSU By-law dealing with the number of Regional Vice-presidents within each region of our union be amended as follows:

Each region shall be entitled to Regional Vice-presidents, as elected at the Triennial National Convention in regional caucuses, on the following basis:

If the Region has up to 1000 members – one Regional Vice-president

If the Region has 1000 to 2000 members – two Regional Vice-presidents

If the Region has 2000 to 4000 members – three Regional Vice-presidents

If the Region has 4000 to 6000 members – four Regional Vice-presidents

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Sister Lackie indicated that all Convention business was dealt with.

Guest Speaker: Morna Ballantyne

Sister Lackie introduced Sister Morna Ballantyne, PSAC Special Projects Officer. Sister Ballantyne addressed the convention floor on the Child Care Campaign. She advised the Convention delegates that PSAC, along with the Child Care Advocacy Association of Canada and others are lobbying the federal government to take a leadership role and build a quality, affordable child care system that all families can access wherever they live. Sister Ballantyne is asking GSU delegates to get involved and that you can show your support by signing the petition at childcareforall.com.

Sister Lackie thanked Sister Morna Ballantyne for her time and her address.

Brother Gale announced that the following submitted their names for the position of National Vice-President: Sisters Linda Harding, Martine Babcook and Lori Walton.

Brother Gale announced that the following submitted their names for the position of National Vice-President, Equity: Sister Kamla Ishmael and Sister Kelly Bush.

Brother Gale thanked the delegates for participating in the debate. He then introduced Sister Michèle Parent and Brother André Côté, who are the members of the nominations Committee.

**The Convention recessed at 3:15 p.m. until 8:30 a.m.
Thursday September 28, 2017.**

Thursday September 28, 2017

A.M. Session

Call to Order

Sister Donna Lackie called the Convention to order at 8:45 a.m. on Thursday September 28, 2017.

Report of the Credential Committee

M/S Sheldon Jacobs / Gary Byrne

THAT the fourth report of the Credential Committee be adopted:

83 Accredited Delegates
17 Observers
20 Guests including Life Members

MOTION CARRIED.

The Credentials Committee reported 83 accredited delegates present.

Sister Lackie introduced Brother Chris Aylward, PSAC National Vice-President and Chairperson of the Election. Brother Aylward assumed the Chair (8:50 a.m.) On behalf of the PSAC National President Robyn Benson and himself, he thanked Sister Lackie for her leadership, her commitment and devotion to the organization over the years. A special thank you for all of her hard work regarding the Phoenix pay system; therefore, best known as 'Mr. and Mrs. Phoenix'. He then proceeded to explain the election procedures. He informed the floor that GSU will be conducting the elections using voting electronic devices and stated that accommodations would be provided to members, whose names have been provided on the accommodation list.

Election of the National President

The Nominations Committee reported that the following nominations for the office of the National President had been received:

Randy Howard nominated by Shanny Doucet and seconded by David Cunning.

Marc Robidoux nominated by Mélanie Hamel and seconded by Sonia Gagné.

Bruce Roy nominated by Dale Blandford and seconded by Martine Babcook.

No other nominations were received from the floor of the Convention.

The candidates were then invited to speak. Following their presentations, delegates were asked to vote.

Results of the Elections for National President

Number of ballots cast: 83 (First Ballot)

Number of ballots spoiled: 0

Majority needed: 42

Number of votes received:

Name	1st Ballot
Randy Howard	41
Bruce Roy	36
Marc Robidoux	6

Due to a lack of majority not achieved, a second ballot was conducted. Brother Robidoux received the least number of votes, therefore, he was eliminated as a potential candidate.

Number of ballots cast: 83 (Second Ballot)

Number of ballots spoiled: 0

Majority needed: 42

Number of votes received:

Name	2nd Ballot
Randy Howard	42
Bruce Roy	41

Brother Chris Aylward declared Brother Randy Howard as GSU National President.

Point of Privilege

Brother Howard thanked everyone involved for their hard work and dedication for a successful campaign. He also thanked the delegates for their support and wished Sister Lackie all the best in her retirement.

Election of the National Vice-President - Equity

The Nominations Committee reported that the following nominations for the position of the National Vice-President, Equity had been received:

Kelly Bush nominated by Bill Walsh and seconded by Nicole Rousseau.

Kamla Ishmael nominated by David Thomson and seconded by Naji Matta.

No other nominations were received from the floor of the Convention.

Results of the Elections for National Vice-President - Equity

Number of ballots cast: 83

Number of ballots spoiled: 0

Majority needed: 42

Number of votes received:

Name	1st Ballot
Kelly Bush	57
Kamla Ishmael	26

Brother Chris Aylward declared Sister Kelly Bush as GSU National Vice-President - Equity. Sister Bush thanked everyone for their votes and support.

Election of the National Vice-Presidents (Two positions)

The Nominations Committee reported that the following nominations for the office of the National Vice-Presidents had been received:

Lori Walton nominated by Dave Thomson and seconded by Dale Blandford.

Linda Harding nominated by Michelle Simard and seconded by Louis Cotte.

Martine Babcook nominated by Alain Courcelles and seconded by Kelly Votto.

The following nomination was received from the floor of the Convention.

Bruce Roy nominated by André Côté and seconded by Roch Beauparlant

Brother Roy declined the nomination.

Results of the First election for National Vice-Presidents

Number of ballots cast: 83

Number of ballots spoiled: 0

Majority needed: 42

Number of votes received:

Name	1st Election
Lori Walton	57
Linda Harding	10
Martine Babcook	16

Brother Chris Aylward declared Sister Lori Walton as GSU National Vice-President. Sister Walton thanked the delegates for their support.

Results of the second elections for National Vice-Presidents

Number of ballots cast: 81

Number of ballots spoiled: 0

Majority needed: 41

Number of votes received:

Name	2nd Election
Martine Babcook	45
Linda Harding	36

Brother Chris Aylward declared Sister Martine Babcook as GSU National Vice-President. Sister Babcook thanked the delegates for their support and stated she is looking forward to working with everyone.

Election for the Regional Vice-Presidents

At this point, Brother Aylward advised the delegates that they would proceed with the regional elections. Election Chairpersons are as follows:

National Capital Region:	Brother Chris Aylward
Atlantic Region:	Brother John Jedrasik
Quebec Region:	Brother Jean-Paul Fortin
Ontario Region:	Sister Nadine Lethbridge
Western Region:	Brother Mark Brunell
Pacific Region:	Sister Valerie Denesiuk
Royal Canadian Mint	Brother Jack Gale

Results of Elections for Regional Vice-Presidents

***Elected to attend the 2018 PSAC Convention**

RVP Atlantic Region *Bill Walsh – Nfld & Labrador Shanny Doucet – NB, PEI Anthony Drozdowski – Nova Scotia	Alternates RVP Atlantic Region Gary Byrne – Nfld and Labrador Russel Carter – NB, PEI Francis MacArthur – Nova Scotia
RVP Quebec Region *Michèle Parent – West Mélanie Hamel – East	Alternates RVP Quebec Region Serge Savageau – West Marc Robidoux - East
RVP Ontario Region *David Cunning Sue Soubra-Boone	Alternate RVP Ontario Region Kamla Ishmael (Alternate to David Cunning) Orsolya Szent-Imrey (Alternate to Sue Soubra-Boone)
RVP National Capital Region *Bruce Roy Meera Chander Roman Laroche Nicole Rousseau	Alternates RVP NCR Region Pascal Ladouceur Aryn Keshavjee Jenny Wheatley Karen Allen
RVP Western Region *Robyn Ohland – AB, NWT, Nunavut Larissa Williams – Saskatchewan, Manitoba	Alternates RVP Western Region Heather Rawlins – AB, NWT, Nunavut Sheldon Jacobs – Saskatchewan, Manitoba

<p>RVP Pacific Region *Linda Harding – Lower British Columbia Mainland and Vancouver</p> <p>Reni Stein – Vancouver Island, the remainder of British Columbia and the Yukon Territories</p>	<p>Alternates RVP Pacific Region Michelle Simard – Lower British Columbia Mainland and Vancouver</p> <p>Charles Whitehouse Parker – Vancouver Island the remainder of British Columbia and the Yukon Territories</p>
<p>Regional Vice-President, Royal Canadian Mint *Daniel Charron – RCM Ottawa and Winnipeg</p>	<p>Alternate Regional Vice-President, Royal Canadian Mint Kelly Votto</p>

Election of GSU Delegates to the PSAC National Triennial Convention

GSU delegates to the PSAC Convention will be:

- The Component President is automatically a PSAC convention delegate as a member of the PSAC National Board of Directors. This is in addition to the number of delegates each Component is entitled to send.
- Two National Vice-Presidents and Equity Officer shall be automatic GSU delegates to the PSAC National Triennial Convention.
- Seven Regional Vice-Presidents to be elected from Regional Caucuses.
- Six delegates elected from the plenary floor of the Convention.
- Alternate delegates shall be the delegates with the next highest number of votes received.

Brother Aylward indicated that each candidate nominated will have one minute to address the Convention floor.

The following delegates were nominated as GSU Delegates from the plenary floor to the PSAC National Triennial Convention in 2018.

Kelly Votto	nominated by Daniel Charron and seconded by Jeffrey Tessier.
Nicole Rousseau	nominated by Neola Sanders and seconded by Joan Ouellet.
Kamla Ishmael	nominated by David Cunning and seconded by Debi Bannon.
Larissa Williams	nominated by Jeannine Nguyen and seconded by Martine Babcook.
Darren Smith	nominated by Lori Walton and seconded by Shanny Doucet.
Meera Chander	nominated by Bruce Roy and seconded by Debi Bannon.
Jim McQuaid	nominated by Gopal Mohan and seconded by Meera Chander.
Mélanie Hamel	nominated by Louis Cotte and seconded by Michèle Parent.
Sonia Gagné	nominated by Marc Robidoux and seconded by Mélanie Hamel.
Reni Stein	nominated by Dale Blandford and seconded by Michelle Simard.

Number of ballots cast: 80

Number of ballots spoiled: 0

Result of the First Ballot

Name	1st Ballot	2nd Ballot	3rd Ballot	4th Ballot
Kelly Votto	11	11	13	19
Nicole Rousseau	11	10	11	10
Kamla Ishmael	4	5	6	
Larissa Williams	9	9	6	
Darren Smith	21	26	36	40 (Elected)
Meera Chander	11	9	8	8
Jim McQuaid	2	2		
Mélanie Hamel	7			
Sonia Gagné	1			
Reni Stein	3			

Brother Chris Aylward declared Brother Darren Smith as the first delegate to attend the PSAC 2018 Convention.

The following delegates were nominated as GSU Delegates from the plenary floor to the PSAC National Triennial Convention in 2018 to elect the 2nd delegate.

- Kelly Votto** nominated by Daniel Charron and seconded by Jeffrey Tessier.
- Mélanie Hamel** nominated by Lori Walton and seconded by Louis Cotte.
- Kamla Ishmael** nominated by David Cuning and seconded by Debi Bannon.
- Larissa Williams** nominated by Heather Rawlins and seconded by Sheryl Bradbrooke.
- Nicole Rousseau** nominated by Neola Sanders and seconded by Joan Ouellet.
- Reni Stein** nominated by Michelle Simard and seconded by Linda Harding.

Number of ballots cast: 80

Number of ballots spoiled: 0

Result of the Second Ballot

Name	1st Ballot	2nd Ballot	3rd Ballot
Kelly Votto	34	38	55 (Elected)
Mélanie Hamel	29	28	25
Kamla Ishmael	9	9	
Larissa Williams	1		
Nicole Rousseau	5	4	
Reni Stein	2		

Brother Chris Aylward declared Brother Kelly Votto as the second delegate to attend the PSAC 2018 Convention.

The following delegates were nominated as GSU Delegates from the plenary floor to the PSAC National Triennial Convention in 2018 to elect the third delegate.

- Mélanie Hamel** nominated by Daniel Charron and seconded by Louis Cotte.
- Nicole Rousseau** nominated by Roman Laroche and seconded by Neola Sanders.
- Reni Stein** nominated by Dale Blandford and seconded by Michelle Simard.
- Larissa Williams** nominated by Heather Rawlins and seconded by Jeannine Nguyen.
- Kamla Ishmael** nominated by David Cuning and seconded by Debi Bannon.
- Meera Chander** nominated by Bruce Roy and seconded by Debi Bannon.

Number of ballots cast: 78

Number of ballots spoiled: 0

Result of the third Ballot

Name	1st Ballot	2nd Ballot	3rd Ballot
Mélanie Hamel	24	32	42 (Elected)
Nicole Rousseau	12	14	11
Reni Stein	4	14	
Larissa Williams	18	16	
Kamla Ishmael	10	10	11
Meera Chander	10	9	

Brother Chris Aylward declared Sister Mélanie Hamel as the third delegate to attend the PSAC 2018 Convention.

The following delegates were nominated as GSU Delegates from the plenary floor to the PSAC National Triennial Convention in 2018 to elect the fourth delegate.

- Nicole Rousseau** nominated by Neola Sanders and seconded by Joan Ouellet.
- Meera Chander** nominated by Louis Cotte and seconded by Michèle Parent.
- Kamla Ishmael** nominated by David Cunning and seconded by Debi Bannon.
- Reni Stein** nominated by Michelle Simard and seconded by Linda Harding.
- Michel Tondreau** nominated by John Mesnic and seconded by Nicole Rousseau.
- Larissa Williams** nominated by Jeffrey Tessier and seconded by Kelly Votto.

Number of ballots cast: 78

Number of ballots spoiled: 0

Result of the fourth ballot

Name	1st Ballot	2nd Ballot	3rd Ballot
Nicole Rousseau	27	33	43 (Elected)
Meera Chander	17	17	15
Kamla Ishmael	9	8	7
Reni Stein	3		
Michel Tondreau	8	6	
Larissa Williams	14	14	14

Brother Chris Aylward declared Sister Nicole Rousseau as the fourth delegate to attend the PSAC 2018 Convention.

The following delegates were nominated as GSU Delegates from the plenary floor to the PSAC National Triennial Convention in 2018 to elect the fifth delegate.

- Kamla Ishmael** nominated by David Cunning and seconded by Debi Bannon.
- Meera Chander** nominated by Louis Cotte and seconded by Michèle Parent.
- Michel Tondreau** nominated by John Mesnic and seconded by Nicole Rousseau.
- Reni Stein** nominated by Michelle Simard and seconded by Linda Harding.
- Larissa Williams** nominated by Andrew Greenaway and seconded by Jeffrey Tessier.
- Melissa Desrosiers** nominated by Roman Laroche and seconded by Jenny Wheatley.

Number of ballots cast: 78

Number of ballots spoiled: 0

Result of the fifth ballot

Name	1 st Ballot	2 nd Ballot	3 rd Ballot	4 th Ballot
Kamla Ishmael	24	30	37	48 (Elected)
Meera Chander	14	12	9	
Michel Tondreau	6	5		
Reni Stein	5			
Larissa Williams	22	22	24	31
Melissa Desrosiers	7	10	9	

Brother Chris Aylward declared Sister Kamla Ishmael as the fifth delegate to attend the PSAC 2018 Convention.

The following delegates were nominated as GSU Delegates from the plenary floor to the PSAC National Triennial Convention in 2018 to elect the sixth delegate.

Reni Stein nominated by Michelle Simard and seconded by Linda Harding.

Larissa Williams nominated by Heather Rawlins and seconded by Sheryl Bradbrooke.

Meera Chander nominated by Louis Cotte and seconded by Michèle Parent.

Michel Tondreau nominated by Roch Beauparlant and seconded by John Mesnic.

Melissa Desrosiers nominated by Roman Laroche and seconded by Jenny Wheatley.

Number of ballots cast: 79

Number of ballots spoiled: 0

Result of the sixth ballot

Name	1 st Ballot	2 nd Ballot
Reni Stein	7	
Larissa Williams	39	48 (Elected)
Meera Chander	18	18
Michel Tondreau	8	12
Melissa Desrosiers	7	

Brother Chris Aylward declared Sister Larissa Williams as the sixth delegate to attend the PSAC 2018 Convention.

Brother Aylward declared that the six elected GSU Delegates to attend the PSAC Convention are: Darren Smith, Kelly Votto, Mélanie Hamel, Nicole Rousseau, Kamla Ishmael and Larissa Williams.

Election for GSU Alternates Delegates to the PSAC National Triennial Convention in 2018

The following delegates were nominated as GSU Alternate Delegates from the plenary floor to the PSAC National Triennial Convention in 2018.

Meera Chander nominated by Louis Cotte and seconded by Michèle Parent.

Reni Stein nominated by Michelle Simard and seconded by Linda Harding.

Melissa Desrosiers nominated by Roman Laroche and seconded by Jenny Wheatley.

Pascal Ladouceur nominated by Debbie Thomas and seconded by Naji Matta
Roman Laroche nominated by Melissa Desrosiers and seconded by Jasmine Woodley
Michel Tondreau nominated by John Mesnic and seconded by Nicole Rousseau

Number of ballots cast: 62
Number of ballots spoiled: 0

Result of the 1st ballot – PSAC Alternate

Name	1st Ballot	2nd Ballot
Meera Chander	32	42 (Elected)
Reni Stein	19	23
Roman Laroche	5	
Michel Tondreau	6	

Brother Aylward declared that the first GSU Alternate Delegate to the PSAC Convention is Meera Chander.

M/S Daniel Charron / Meera Chander

That the next three GSU Alternate Delegates be elected by list of priority.

MOTION CARRIED.

The following delegates were nominated as GSU Alternate Delegates from the plenary floor to the PSAC National Triennial Convention in 2018.

Jim McQuaid nominated by Meera Chander and seconded by Gopal Mohan
Reni Stein nominated by Linda Harding and seconded by Michelle Simard
Melissa Desrosiers nominated by Roman Laroche and seconded by Jenny Wheatley
Michel Tondreau nominated by John Mesnic and seconded by Nicole Rousseau
Roman Laroche nominated by Melissa Desrosiers and seconded by Jasmine Woodley

Pascal Ladouceur nominated by Debbie Thomas and seconded by Naji Matta

Results of the Ballot for GSU Alternates Delegates to the PSAC National Triennial Convention 2018

Number of ballots cast: 76
Number of ballots spoiled: 0

Results of the second ballot

Name	
Jim McQuaid	9 (5th)
Reni Stein	31 (2nd)
Melissa Desrosiers	7
Michel Tondreau	7
Roman Laroche	10 (4th)
Pascal Ladouceur	12 (3rd)

Brother Aylward declared that the GSU Alternate Delegates to the PSAC National Triennial Convention 2018 are as follows:

2nd Alternate: Reni Stein
3rd Alternate: Pascal Ladouceur
4th Alternate: Roman Laroche
5th Alternate: Jim McQuaid

Due to a tie, between Melissa Desrosiers and Michel Tondreau a second ballot was conducted.

Results of the Ballot for GSU Alternates Delegates to the PSAC National Triennial Convention 2018

Number of ballots cast: 75
Number of ballots spoiled: 0

Results of the second ballot

Name	
Melissa Desrosiers	46 (6th)
Michel Tondreau	29

Brother Aylward declared that 6th Alternate to the PSAC Convention is Melissa Desrosiers.

Brother Aylward declared that the six elected GSU Alternate Delegates to the PSAC Convention are: Meera Chander, Reni Stein, Pascal Ladouceur, Roman Laroche, Jim McQuaid and Melissa Desrosiers.

Oath of Office

Brother Aylward administered the Oath of Office to the newly elected officers. Sister Lackie resumed the chair at 2:20 p.m. She thanked Brother Aylward for conducting the elections.

Announcement

Sister Lackie reminded National Council that a meeting will be held at 3:30 p.m. Sister Lackie indicated that this is the second time in the history of GSU that all convention business was dealt with. She then invited the newly elected National President Randy Howard to the front. Brother Howard addressed the floor and requested a motion to adjourn.

Adjournment of Convention

M/S Daniel Charron / Martine Babcook

The Convention adjourned at 2:25 p.m.

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Appendix 'A' – Delegates / Observers / Life Members

Delegates at Convention / Déléguées et Délégués au congrès

Allen	Karen	70017	Mohan	Gopal	70017
Anthony	Mitchell	20001	Mousseau	Marc	70013
Babcook	Martine	National Council	Mulligan	Grace	70013
Bannon	Debbie	00031	Nguyen	Jeannine	30401
Beauparlant	Roch	70015	O'Neill	Peter	60011
Blandford	Dale	National Council	Ouellet	Joan	70019
Boone	Sue	00027	Parent	Michèle	10161
Bradbrooke	Sheryl	30001	Parmoutsoukian	Gregy	70013
Brideau	Jean-Marie	60018	Pleming	Philip (Bill)	20008
Bush	Kelly	National Council	Poissant	Patrick	10161
Byrne	Gary	90011	Rawlins	Heather	30001
Carter	Russel	60009	Robidoux	Marc	10060
Chander	Meera	70017	Rousseau	Nicole	Conseil National
Charron	Daniel	Conseil national	Roy	Bruce	National Council
Clark	Chantal	60018	Russell	Grant	70020
Colterman	Steve	70013	Sanders	Neola	70019
Côté	André	70015	Schauer	Janice	70019
Cotte	Louis	Conseil national	Simard	Michelle	20008
Courcelles	Alain	National Council	Smith	Darren	60011
Cunning	David	National Council	Smith	Susan	60018
Desrosiers	Melissa	70055	Stimpson	Alex	70019 (Regrets)
Doucet	Shanny	60018	Tessier	Jeffrey	70024
Drozdowski	Anthony	80052	Thomas	Debbie	70013
Gagné	Sonia	10060	Thomson	Dave	National Council
Gignac	Barbara	10011	Tondreau	Michel	70019
Greenaway	Andrew	50057	Votto	Kelly	50057
Hall	Wayne	70024	Walsh	Bill	National Council
Hamel	Mélanie	Conseil national	Walton	Lori	NVP, Equity
Harding	Linda	National Council	Wheatley	Jenny	70055
Howard	Randy	National Council	Williams	Larissa	50002
Ishmael	Kamla	00027	Woodley	Jasmine	70055
Jacobs	Sheldon	40007			
Jones	Curtis	70024			
Keshavjee	Amy	70017			
Kimmins	Kimberley	XPW75			
Lackie	Donna	National President			
Ladouceur	Pascal	70013			
Lamontagne	Stephen	70055			
Lancaster	Steve	70019			
Larivière	Norman	70023			
Larouche	Roman	70055			
Laurin	Beverley	50002			
Leblanc	Ian	70020			
Livingston	Cynthia	90031			
MacDonnell	Troy	60011			
MacKinnon	Arthur	60018			
Maheux	Michel	National Council			
Matta	Naji	70013			
MacArthur	Francis	80052			
McAuley	Nick	60011			
McQuaid	Jim	70017			
Mesnic	John	70019			
Mercier	Monica	70019			

Observers / Observatrices et Observateurs au congrès

Abo El Ella	Mohammed	70024
Ali	Maryan	70013
Bainbridge	Ann Marie	70013
Barr	Dave	10060
Bouffard-Lebrun	Beily	10060
Bouchard	Viviane	70013
Chander	Meera	70017
Charrette	Isabelle	10060
Dunphy	Bob	70024
Gagné	Adèle	70024
Garnier	France	60011
Lavallée	Jean-Luc	70024
Luong	Alice	70013
Ohland	Robyn	30001
Olver	Brendan	50002
Pagé	Gilles	70013
Petkau	Lyndsay	60011
Rai	Prenapreet	70013
Ramos	Elena	00027
Szent-Imrey	Orsolya	00027
Whitehouse-Parker	Charles	20001

Life Members / Membres à vies au Congrès

Bean	Daryl
Brunell	Mark
Denesiuk	Valerie
Fortin	Jean-Paul
Gale	Jack
Gordon	John
Graves	Robert (Bob)
Jedrasik	John
Laberge	Pierre
Lavery	Mike
Lethbridge	Nadine
Robichaud	Bonnie
Robinson	Phillip

Appendix 'B' – Convention 2017 Agenda / Ordre du jour du congrès 2017 - Hôtel Delta Ottawa City Centre Hotel

Sunday September 24, 2017 / Le dimanche 24 septembre 2017

7:30 a.m. to 9:00 a.m.	Registration for Committee Members	Victoria (Main Level)
7 h 30 à 9 h 00	Inscriptions pour les membres des comités	Victoria (niveau principal)
8:30 a.m. 8 h 30	Continental Breakfast / Petit-déjeuner continental	
9:00 a.m. 9h	Committee Meetings for Resolutions/ Réunions des comités pour les résolutions	
	<ul style="list-style-type: none"> ▪ By-laws Committee Comité des règlements ▪ Finance Committee Comité des finances ▪ General Committee Comité général 	<ul style="list-style-type: none"> Cartier (Convention Level) Cartier (niveau du Congrès) Frontenac (Convention Level) Frontenac (niveau du Congrès) Capitale (Convention Level) Capitale (niveau du Congrès)
12:00 p.m. Midi	Lunch / Dîner	Lift Restaurant Restaurant Lift
1:00 p.m. to 5:00 p.m.	Committee Meetings for Resolutions	(Convention Level)
13 h à 17 h	Réunions des comités pour les résolutions	(niveau du Congrès)

Monday September 25, 2017/Le lundi 25 septembre 2017

8:30 a.m. 8 h 30	Continental Breakfast Petit-déjeuner continental	Capitale (Convention Level)
9:00 a.m. 12:00 p.m.	National Council Meeting	Capitale (niveau du Congrès)
9 h à midi	Réunion du Conseil national	
5:00 p.m. to 7:00 p.m.	Registration for Delegates/Observers/ Guests	Victoria (Main Level)
17 h à 19 h	Inscriptions des déléguées et délégués/ observatrices et observateurs/invitées et invités	Victoria (niveau principal)

7:00 p.m. to 8:30 p.m.	Reception / Réception	Panorama / Penthouse Level
19 h à 20 h 30		Panorama / Niveau Penthouse

Tuesday September 26, 2017/ Le mardi 26 septembre 2017

A.M. Session/Séance de l'avant-midi

PLEASE NOTE : NO FOOD IS ALLOWED ON CONVENTION FLOOR / VEUILLEZ NOTER QU'IL EST STRICTEMENT INTERDIT D'APPORTER DES ALIMENTS DANS LA SALLE DU CONGRÈS.

7:30 - 9:00	Continental Breakfast and Registration	Ballroom Foyer
7 h 30 à 9 h	Petit-déjeuner continental et Inscriptions	Foyer de la salle de bal
8:00 - 8:45	Convention Training for 1 st time delegates	Capitale (Convention Level)
8 h à 8 h 45	Formation sur le Congrès pour les Déléguées et délégués assistant pour la première fois	Capitale (niveau du Congrès)
8:30 – 9:00	Djembe (Drummers / Tambour)	Ballroom Foyer
8 h 30 à 9 h		Foyer de la salle de bal
9:00	Call to Order / Ouverture de la séance	
9 h		
9:45	Aboriginal Opening / Ouverture autochtones	
9 h 45	Solidarity Forever / Solidarité pour toujours	
	<ul style="list-style-type: none"> ▪ Introductions and Announcements / Présentations et communiqués <ul style="list-style-type: none"> ▪ PSAC Harassment Policy / Politique de harcèlement de l'AFPC ▪ PSAC Scent Policy / Politique sur les environnements exempts de toute odeur de l'AFPC 	
	Guest Speakers / Oratrices et orateurs invités :	
	<ul style="list-style-type: none"> ▪ Robyn Benson – National President of the PSAC / Présidente nationale de l'AFPC ▪ Greg McGillis – PSAC Regional Executive Vice-President for the NCR / Vice-président exécutif régional de l'AFPC, RCN 	

Host Committee / Comité d'accueil :

- Daniel Charron, Michel Maheux, Nicole Rousseau and (et)
Bruce Roy, NCR RVP / VPR RCN

10:30**10 h 30****Break / Pause**

- First report of the Credentials Committee / Premier rapport du Comité des lettres de créances
 - Adoption of Rules of Order / Adoption des règles de procédure
 - Adoption of Convention Agenda / Adoption de l'ordre du jour du congrès
 - GSU Honour Call / Liste d'honneur du SSG
 - Ratification of Appointments to Convention Committees / Ratification des nominations aux comités du congrès
 - Nominations Committee / Comité des mises en candidature
 - Announcements / Communiqués
-

P.M. Session / Séance de l'après-midi**12:00 - Midi****Lunch / Diner**

Ballroom C (Main Level)

Salle de bal C (niveau principal)

1:00

Address by GSU President Donna Lackie

13 h

Discours de la Présidente du SSG, Donna Lackie

1:30

Second Report of the Credentials Committee

13 h 30

Deuxième rapport du Comité des lettres de créances

1:45

Ratification of Regulations and Policies adopted by National Council

13 h 45

Ratification des règles et des politiques adoptées par le Conseil national

3:00 / 15 h**Break / Pause****3:15**

General Session - Committee Reports – Finance

15 h 15

Séance générale – Rapports des comités – Finances

5:00

Recess of Session and Announcements

17 h

Suspension de la séance et communiqués

Wednesday September 27, 2017 / Le mercredi 27 septembre 2017**A.M. Session / Séance de l'avant-midi****8:00**

Continental Breakfast

Ballroom Foyer (Main Level) /

8 h

Petit-déjeuner continental

Foyer de la salle de bal
(niveau principal)**9:00**

Call to order and Announcements

9 h

Ouverture de la séance et communiqués

9:15 - 9 h 15 Guest Speaker / Orateur invité

- Richard Warman

10:15 Break / Pause

10 h 15

10:30 Third Report of the Credentials Committee
10 h 30 Troisième rapport du Comité des lettres de créance

General Session – Committee Reports
Séance générale – Rapports des comités

12:00 Lunch / Dîner Ballroom C (Main Level) /
Midi Salle de bal C (niveau principal)

1:00 Fourth Report of the Credentials Committee
13 h Quatrième rapport du Comité des lettres de créances
General Session – Committee Reports
Séance générale – Rapports des comités

3:00 - 15 h Break / Pause

3:30 All Candidate Forum Ballroom A&B (Main Level) /
15 h 30 Forum de toutes et tous les candidats Salle de bal A&B (niveau principal)

5:00 - 17h Recess of Session and Announcements
Suspension de la séance et communiqués

6:30 – 18h 30 Cocktails Panorama

7:00 - 19 h Dinner / Souper

Thursday September 28, 2017 / Le jeudi 28 septembre 2017

A.M. Session / Séance de l'avant-midi

7:30 Continental Breakfast Ballroom Foyer (Main Level)
7 h 30 Petit-déjeuner continental Foyer de la salle de bal
(niveau principal)

8:30 Call to Order and Announcements Ballroom A&B
8 h 30 Ouverture de la séance et communiqués Salle de bal A&B

Fifth Report of the Credentials Committee
Cinquième rapport du Comité des lettres de créance

Election of Officers – Chris Aylward, Chairperson

Élection des dirigeantes et dirigeants – Chris Aylward, Président

- Introduction to Electronic Voting / Présentation sur le vote électronique
- Report of the Nominations Committee / Rapport du Comité des mises en candidature

Elections / Élections :

- Election for National President / Élection de la présidente nationale ou du président national
- Election for National Vice-President, Equity position / Élection pour le poste de la Vice-présidente nationale ou du Vice-président national de l'Équité
- Election for two National Vice-Presidents positions / Élection pour les deux postes de Vice-présidente nationale ou Vice-président national

10:00 - 10 h Break / Pause

- Caucus Elections for Regional Vice-Presidents / Élections en caucus des Vice-présidentes régionales et des Vice-présidents régionaux

11:45 Lunch / Dîner

Panorama

11 h 45

1:00 – 13 h Elections of Delegates to the 2018 PSAC Convention / Élections des déléguées et délégués au Congrès de l'AFPC de 2018

- Oath of Office / Serment d'office

2:00 – 14 h Adjournment / Levée de la séance

Appendix 'C' – Ratification of Appointments to Convention Committees

By-Laws Resolutions Committee	Finance Resolutions Committee	General Resolutions Committee
Co-Chairperson David Cuning Randy Howard	Co-Chairperson Martine Babcook Nicole Rousseau	Co-Chairperson Lori Walton Mélanie Hamel
Dale Blandford	Louis Cotte	Daniel Charron
Kelly Bush	Alain Courcelles	Linda Harding
Michel Maheux	Mitch Anthony	Dave Thomson
Bruce Roy	Barbara Gignac	Bill Walsh
Anthony Drozdowski	Kamla Ishmael	Debi Bannon
Kimberley Kimmins	Norman Larivière	Russel Carter
Roman Laroche	Cynthia Livingston	Shanny Doucet
Bev Laurin	Jim McQuaid	Peter O'Neill
Ian Leblanc	Bill Fleming	Michelle Simard
Monica Mercier	Marc Robidoux	Debbie Thomas
Jeffrey Tessier		Kelly Votto
Nominations Committee Michèle Parent André Côté	Credentials Committee Gary Byrne Sheldon Jacobs	

Appendix 'D' – Reports of the GSU National Officers

Report of the National President, Donna Lackie

Government Services Union

Seventh Triennial National Convention

September 2017

As I now approach the end of my three - year mandate, I am amazed at how fast the time has passed. I can only attribute the passing of time to the immense amount of work we have completed, the large numbers of members we have represented through the GSU representation section, the support of the Miramichi Pay Center and our great members there, the successful federal court proceedings for the former CRA SP members, the technological policy grievance against TBS, support of our Locals across the country, national, regional and local representation with the employer....and the list simply goes on.

The political change to government in 2015 saw us move from the heavy hand of the conservative government and its attempts to impose aggressive restrictions on to the Canadian union/labour workforce, to this new Liberal government that made promises that have been slow to materialize, if at all. We are all too aware of the struggles of the PSAC Bargaining teams to complete collective bargaining which have all exceeded 3+ years of owed retroactivity payments, and the slow and disrespectful “signing” of those agreements, and now we are preparing to “re-enter” collective bargaining yet again next year. I want to encourage all of you to speak publicly about your jobs as Public Service Workers, talk about the quality public services that each and every-one of you provide with pride to Canadians each and every day. And most importantly, never hesitate to speak to your MPs and remind them that you expect early and engaged consultation with the employer in 2018, nothing less is acceptable.

The entire Pay Modernization/Pay Transformation project started more than 5 years ago and for all intents, was reasonably consultative and was the employer’s efforts to provide optics of good labour/management relations. But for the most part, it was simply optics and ensuring they could report back to Treasury Board they were “consulting”, when in fact, this was an aggressive project with unreasonable timelines and a huge political mandate to demonstrate costs savings in excess of 70 million dollars a year.

These costs savings would be the undoing of the Pay Transformation project, and result in the collapse of timely and appropriate delivery of pay. Our members in Miramichi, the majority of whom were all hired in Waves 1, 2 and 3, over the last 6 years, are all highly intelligent, skilled people who were provided training that defies reasonable. Training programs that were intended to be 18 months were reduced to

12 months and today we are seeing “Boot Camp” training being delivered that is only 6 weeks.

The actual processing of Government of Canada pay, is the most complicated pay in Canada, with more than 17 collective agreements, shifts, extra duty pays, cost of living allowances, and all of this payroll processing is being performed by GSU Compensation Advisors with less than a supportive tool – Phoenix.

I want to personally thank all of our members in Miramichi for their unwavering dedication to their clients, to the support of each other as Miramichi continues to evolve into the center of expertise for Government of Canada pay administration, and I am proud that I had an opportunity to support them over these last 6 years.

GSU National Office

At the center of every organization are the Brothers and Sisters who do the work of supporting the membership, the Locals and National Council. I am so proud of the dedication shown each and every-day by the entire GSU national office staff. Not only do they provide the necessary administrative support, but they “care” about the elected officers and volunteers within GSU. On many occasions over these last 6 years, I have witnessed GSU national office staff, going over and beyond what would be required to simply “help out” a member.

Danielle Laprade, Tiffanie Francoeur, both provide administrative support to the GSU National office, Diane Turcotte administratively supports the Representation Section, Jennifer York is responsible for GSU technology issues along with membership.

Stephanie Ehler and Paulette Michon-Hamelin support GSU members and Locals in matters relating to grievances and medical disability.

The GSU management team is comprised of Monique Desrosiers - Finances, Erik Gagné - Senior Representation, and Bob Haywood - National Advisor. This group has been instrumental in support of their sections, delivering day to day operations and most importantly, always being available to help out the locals, answer member’s questions, or providing each of us with much needed technical advice and guidance.

And certainly not last, Sister Maria Thomas who is the Executive Assistant to the National President, and who has ensured that I am organized, kept current, prioritized issues, and kept us all accommodated when we travel, without her I would never have been able to do my job, I am truly thankful for her dedication. Maria is now the longest serving GSU staff member in the office and her corporate knowledge and experiences have kept us on track and focused on daily priorities.

GSU Finances

Under the supervision of Sister Monique Desrosiers, GSU finances have been provided with daily oversight and the required administration to ensure accurate reporting and accountability. Payables, receivables, payroll, investments form a part of the daily activities and responsibilities by the GSU Finance section.

Complying to acceptable Canadian accounting practices, Sister Desrosiers has ensured the appropriate reporting on all GSU financial matters.

Along with the GSU Finance Committee - Sister Martine Babcook, Sister Nicole Rousseau and Brother Bill Fleming to review all financial transactions, review of the GSU budget and to support the convention Finance Committee and recommendations and resolutions to GSU Convention.

GSU Pre-Convention Committees

Every three years, prior to the opening of the convention, GSU holds pre-convention committees for the purpose of prioritizing GSU resolutions to convention.

These committees meet to discuss resolutions submitted to convention, and to identify those resolutions with either “concurrence” or “non-concurrence”. These committees discuss, and agree on the priorities to appear before the convention floor.

I am pleased to say, that we ensured that every member of GSU National Council and Local Presidents were appointed to these committees in an effort to ensure our discussions are of a national perspective. Although we do not have a large amount of resolutions submitted to convention, I am confident the discussions and the work of the committees will support the activities on the convention floor.

Government Services Union – Employers

Shared Services Canada

With a stabilization in the churn of delivery, SSC has now had an opportunity to reflect on its current organization, perform job classification reviews, organization changes, etc. and our members are starting to feel the department is approaching a normal level.

Regardless, we still have many issues relating to National Consultation vs Regional and now Branch Consultation is proceeding within SSC Nationally.

Recent classification review will also be positive and happy news for some of our members who have been immensely patient. We share a cooperative and supportive role with our Brothers and Sisters at PIPSC, and I want to encourage the new National Council to continue to build on that relationship as it supports both organizations and our memberships.

Royal Canadian Mint

The Royal Canadian Mint and its very stoic management have been the most challenging employer group to work with over these last 6 years. And while we had many gains at the bargaining table with the RCM, we also had challenges with bargaining certificates which resulted in us challenging the RCM to recover members who were performing in bargained positions not allocated.

The Royal Canadian Mint has a two-step grievance process and this has proven challenging for the GSU Representation staff, but the work and support provided by the Local Presidents and the Mint RVPs has gone a long way to support RCM members over the years.

I would encourage that all RCM elected officers continue to push the RCM to engage in a proactive consultative process with them and to support labour/management consultation.

Public Services Procurement Canada

All matters relating to Phoenix fall within PSPC and this has been the most stressful time for our members as a result of the Government of Canada's Pay Transformation. Not only are there pay issues for many public service workers but the community of Compensation Advisors, our GSU Brothers and Sisters, are working under immense pressure to ensure timely payroll every two weeks. The dedication of this incredible group of Compensation Advisors, working in less than ideal conditions with less than ideal "tools", surpasses any commitment that I have seen in my career.

But there are great successes within the Accounting, Banking and Compensation Branch (ABCB) branch and in particular the Pension Center in Shediac and the transfer last year of the Canadian Forces pension program to PSPC.

Real Property continues in its long term approach of divesting itself of its long held mandate of property management as it leverages the private sector to manage federal assets. With the recent hiring of a new A/ADM experienced in P3s projects, Real Property has set its course for the future both in its management of current assets and to the future of project management relationships.

Changes like; Workplace Renewal Initiatives, Novus, GCDocs, and Sigma, should all be powered down in an effort to not duplicate the results experienced by the aggressive release of Phoenix.

Branches such as Departmental Oversight, Human Resources Branch, CIOB, Finance all continue to work towards their mandates and represent hundreds of GSU members.

GSU Convention

Preparations for GSU convention at the end of September are fast approaching and the entire GSU component is working hard to make sure all of the details necessary are well under way. Travel plans, accommodations, committee work, preparing reports, it all takes a great deal of planning and doing. There is work to be done by all of us to ensure we have all of our work mapped out for us over the coming three years.

We have arranged for guest speakers, debates, and a few other surprises that we know you will enjoy.

In closing, I would like to thank all of you for your support over these last six years, for the leadership you have demonstrated in your regions, the commitment you have provided to your membership. This has been work that I have provided to the membership and am proud of where we are, given the challenges the employers threw in front of us at every turn.

To the incoming elected officers, prepare to work hard and always be available to the membership, GSU members deserve no less.

Respectfully submitted,

Donna Lackie
National President
Government Services Union

Appendix 'D' – Report of the National Vice-President, Martine Babcook

I would like to start off my report by saying I enjoyed my role as the RVP for Alberta, NWT and Nunavut for the last 3 terms. On October 26th I was acknowledged by the Western Region A/RDG and the RD's for my partnership and commitment to the development of a strong and positive union-management collaboration in the Western Region. I was awarded a Level 6 Boutique award which I'm very honoured to get as I am the first GSU member to be recognized by the employer in this way.

Since becoming NVP in July of 2016, I have continued to be part of the National Health and Safety Policy Committee which meets in Ottawa quarterly. On February 11 and 12, 2017 PSAC had a National Health and Safety Committee Forum for members who sit on their employers NHSPC.

I also attend the National Labour Management Consultation Committee which meets quarterly and is Co-Chaired by the Deputy Minister and the 4 Unions representing members. The main issue in all the meetings I have attended is Phoenix and the Unions voice their frustrations. I had some Phoenix issues brought to me in the Western Region and some have been fixed but others continue to be in limbo. The biggest pay issue we have in the Northern Region is the Vacation Travel Allowance. Some members were not getting the VTA and it was causing them an enormous amount of stress as they count the VTA as part of their compensation package for living in the Northern Communities.

I Co-Chair the CIO Branch meetings for the members and the ongoing topics of discussion include Talent Management and Mental Health Strategies. I also Co-Chair the Acquisition Branch Meeting along with the ADM Lisa Campbell. We met for the first time in October and some of the topics we discussed are Workplace Wellness Indicatives and Succession Planning.

I am also the Co-Chair of the GSU Finance Committee. We meet quite often and when I'm in the GSU office I meet with Monique Desrosiers and we also communicate by phone and email on a regular basis. I would like to thank Brother Jack Gale as outgoing Chair for all his leadership in this committee. Brother Bill Pleming and Sister Nicole Rousseau are also part of the GSU Finance Committee.

Here is a list of the few meetings I have attended:

- July 4-7, 2016 National Council
- August 21- 24, 2016 CIO Branch
- September 29–October 7, 2016 CIO/Acquisition
- October 12-15, 2016 NHSPC
- November 23- 26, 2016 Finance Committee Meeting
- January 12–19, 2017 National Council
- January 23–24, 2017 CIO Branch

- January 25–26, 2017 GSU/PSPS Meeting
- February 1-2, 2017 Regina Annual General Meeting Local 40007
- February 8-12, 2017 CIO Branch Consultation – PSAC H&S Forum
- March 15–18, 2017 Finance Committee Meeting
- April 20–23, 2107 PSAC Prairie Convention
- April 24-28, 2017 GSU National Council
- June 13 National Health Safety Policy Committee
- June 16 -18, 2017 PSAC BC Convention
- June 20, 2017 National Consultation
- June 23-25, 2017 PSAC Atlantic Convention
- June 28, 2017 CIO Branch Consultation
- August 22, 2017 GSU Finance Committee

I am very lucky to be able to do my Union work and have PSPC pay 100% of my salary, I believe if I didn't have the relationship I have in the Western Region this would not be possible.

I would like to thank GSU staff for their continued support in my new role. I would also like to thank Sister Lackie for her 6 years of service as GSU President, PSPC is forever changing and I believe Sister Lackie's leadership has made this transition smoother for our members and I wish her all the best. And as always my husband Darcy for his continued support in what I do for GSU.

In Solidarity,

Martine Babcook
NVP GSU

Appendix 'D' – Report of the National Vice-President – Equity Officer, Lori Walton

September 2014 – September 2017

Brothers and Sisters, I was absolutely honoured to have served as the National Vice-President – Equity for the past three years. It has been a busy 3 years filled with lots of change and challenges, but it has also been very productive and rewarding as well.

My portfolios over the past three years have included; consultation with Public Services and Procurement Canada including: Accounting, Banking and Compensation Branch; Real Property Branch; National Labour Management Consultation; National Health and Safety Policy Committee; Joint Committee on Employment Equity and Diversity (JCEED); National Diversity Network. With Shared Services Canada I have participated at times in the National Joint Consultation Committee Meetings; and I have consulted with the department on Employment Equity and Diversity. With the Royal Canadian Mint, I have consulted with the employer on Equity and Multiculturalism issues. I am the chair of the GSU Equity Committee, the chair of the GSU Local Development Committee and the interim chair of the Young Workers Committee. I am the bargaining agent co-chair for the Federal Informal Conflict Management Network on behalf of the PSAC.

In addition to my portfolios I have worked on several joint subcommittees with PSPC. From working on Guidelines for Employees and Managers Transitioning in the Workplace to reviewing and providing input on numerous health and safety policy documents, there is never a lack of work that needs to be done by your union.

In my role as NVP-Equity I have also had the opportunity to mentor and guide many GSU members, activists and leaders across the country in various areas. Building those relationships has been key to my own personal growth, I value those opportunities to learn, discuss and develop strategies and ideas.

The major highlight of the GSU Equity Committee over the past 3-year cycle was the opportunity we had to combine our meeting with the CLC Rise Up! Conference in 2016. Our committee members all attended and actively participated in the conference. We explored intersectionality, islamophobia, sexism, racism, colonialism and each member of the committee submitted a report that was combined into a single report that I can speak to if you are interested in hearing more about it. I am extremely proud of the fact that we have incorporated Ally Training into our leadership meetings. The first official training took place at the GSU National Council meeting in April 2017. In 2015 the GSU Equity Committee submitted a recommendation to National Council that this kind of training be given to all our leadership so they might better represent all our membership. I would like to thank all past and present members of the GSU Equity Committee for their engagement and participation in working to forward the equity agenda for all of our members.

Although Local Development was extremely busy, the committee did not meet often. We met once in person and a few times via phone or email. The locals that were identified for

local development were in dire need of training or intervention of some sort and often the need was immediate. I worked extremely closely with Brother Bob Haywood and the GSU National Office in organizing training that would fit the immediate need of those locals. Although the members of the committee were not as involved as they probably should have been, this kind of local development is really best developed in consultation with the RVP of the local concerned and the Local Executive. My apologies to Sister Melanie Hamel and Brother Sheldon Jacobs for not utilizing the committee in a better, more inclusive way. I thank you both for your participation and contributions that you did give to the development of our locals. There were 6 locals identified over the past 3 years and we had the time to work with 5 of those 6. The needs of each local were unique and I believe we managed to help address the issues that were presented and provide guidance or training for the executive members who required it.

After the last convention I was tasked with looking at the feasibility of having a GSU Young Workers Committee. In 2014/2015 I did some research and worked with Sister Jennifer York and Brother Bob Haywood to look at our membership composition and see if it was feasible to have a Young Workers Committee, I presented my findings to National Council in May 2015. Council requested I continue with trying to get a Young Workers committee established. In 2015/2016 we ran a contest to try to engage the Young Workers in GSU but only about 30 Young Workers participated over the 4 weeks of draws and of that, less than half participated in a short survey trying to gauge interest in a GSU Young Workers Committee. Of those numbers only a handful said they would be interested in being part of a committee. You will notice there is a resolution in regards to the GSU Young Workers... it is imperative that we get direction from the convention floor in regards to officially striking a committee and putting funding towards that. It will be up to the convention if this proceeds over the next 3 years.

As NVP-Equity I have had the privilege of attending many Local AGMs on behalf of GSU and of representing GSU and various committees within PSAC and with the employer. I always research and come prepared but I also take the time to consult with members who belong to the area where I am going to be representing in order to ensure I am presenting factual and current information and issues. I have also had the opportunity to represent GSU at some of the PSAC National Board of Directors meetings in Donna's absence.

Some other duties of the NVP-Equity included sitting on convention committees for the PSAC. Pouring through reports, recommendations and policies in order to give feedback that would be incorporated either with the employers or with the PSAC. Being asked to attend meetings sometimes with very little notice. Ensuring I had a working knowledge of all our employers in order to best represent our members. Taking online education and in person training to stay on top of the PSAC's curriculum. Participating in PSAC Forums in the areas that I hold responsibility.

One of the biggest challenges I have faced during this cycle was the absolute frustration with some of the National Consultation. Advising the union of a decision or direction that has already been done a day prior to roll out is not Consultation. We have seen some improvements on this in some areas, however with the constant change in leadership we have to "retrain" those new leaders on what true Consultation is.

One area I hold most hope for is the current direction with ABC Branch in regards to our members at the Pay Centre. After years and years of us talking about the human impact this botched pay system is having on our members, it seems that the new ADM and Directors have heard us and have plans to start implementing programs and initiatives to help relieve some of what we have been raising. Time will tell, but after our last consultation meeting I feel very hopeful.

I feel extremely lucky to have found a place within GSU to serve our membership and continue to learn and grow in my own leadership. I hope I have served you well.

GSU National Council has seen a lot of turn over during the past 3 years, both with NVPs and with RVPs, I have appreciated working with all of you and look forward to working great with the new council in years to come.

I would be remiss if I didn't acknowledge Brothers Jack Gale and Bob Cameron both of whom contributed greatly during their time as National Vice Presidents. It was difficult to see them leave before their terms were complete as they worked hard on their portfolios and contributed so much to our members and organization. They both have been mentors and friends to me and I wish them the best in their next chapters.

I wish to take the time to thank Sister Martine Babcook for serving as my fellow NVP for the past year, it has been a pleasure working with you. I would especially like to thank the staff at GSU National Office, your knowledge, assistance and dedication to our membership is amazing.

Finally, some words about Sister Donna Lackie. When you first ran for the position of National President I was a Local President and I was a fierce advocate for you. I lobbied on your behalf and let everyone know who I was supporting. Last convention I had the pleasure of voting for you again when I was Regional Vice President.

I have appreciated the opportunities and mentorship you have also provided to me as a leader. I wish you the very best in your next chapter, no one can deny your commitment to our membership over the past 6 years you have served as National President. Congratulations and enjoy your retirement.

I would like to thank the membership for electing me to this position and I hope to have the honour to serve you again over the next 3 years.

In Solidarity and humbly submitted,

Lori Walton

National Vice President - Equity

Appendix 'E' – Ratification of Regulations and Policies to the GSU Seventh Triennial Convention by National Council

REGULATIONS

Regulation 1: Regions for Regional Vice-presidents - be amended to include the following changes: the Pacific Region second bullet-delete ~~remainder of BC and Yukon~~ and include Vancouver Island, the remainder of British Columbia and the Yukon Territory.

Regulation 2: By-Law 9, Section 2g

~~A quorum for any General Membership Meeting, including the Annual General Membership meeting, shall be a majority of the Local Executive Committee and at least members. (The Local shall set a specific number or percentage or combination, as determined by the Local).~~

At minimum, a quorum for any General Membership meeting including the Annual General Meeting shall be:

- **The majority of the Local Executive Committee; AND**
- **Local members in good standing, equal to the number of positions within the Local Executive plus 1.**
 - **e.g. If the Local Executive Committee consists of 6 members, the minimum quorum shall be 11(4+6+1).**

To further illustrate this proposal, please refer to the examples below.

Locals with:

- **6 Executive Committee members (majority = 4) + 7 members in good standing = 11 for quorum.**
- **5 Executive Committee members (majority = 3) + 6 members in good standing = 9 for quorum.**
- **4 Executive Committee members (majority = 3) + 5 members in good standing = 8 for quorum.**
- **3 Executive Committee members (majority = 2) + 4 members in good standing = 6 for quorum.**

For GSU Locals with less than 50 members quorum reads as follows:

At minimum, a quorum for locals with less than 50 members for any General Membership meeting including the Annual General Meeting shall be:

- **The majority of the elected Local Executive Committee; and**
- **Local members in good standing.**

Regulation 3: Terms and Conditions of Employment for the National President:

Section 4: Continuous employment:

Delete severance pay.

Section 10a: Vacation leave with pay:

- a) For each calendar month in which the National President earns at least ten days' pay, he or she shall earn vacation credits with pay at the rate of:
- i) 1 ²/₃ days if the Officer has completed less than ~~18~~ **12** years of continuous employment.
 - ii) 2 ¹/₁₂ days if the Officer has completed ~~18~~ **12** years of continuous employment.
 - iii) 2 ¹/₂ days if the Officer has completed ~~25~~ **20** years of continuous employment.
 - iv) After having completed 22 years of continuous employment, the President shall be credited with one-half (1/2) day of vacation leave for each successive year of continuous service to a maximum of five (5) additional days of vacation leave.**

Section 10 c:

Carry over of vacation leave credits is permitted but shall not exceed ~~one year~~ **two year's** entitlement.

Section 10 d:

Vacation leave credits with pay exceeding ~~one year~~ **two year's** entitlement not used on December 31st each year will be paid in cash at the rate of pay received by the Officer on December 31st.

Section 15: Other benefits:

The National President is entitled to all other benefits that are currently applicable to employees of the **Alliance Employees Union (AEU)** Union. Any changes to benefits for **AEU** Union employees shall be reviewed by the National Council before being applied to the National President.

Other benefits include the following:

- PSAC Group Life Insurance Plan**
- PSPC SunLife Life Insurance Plan**
- PSAC Disability Insurance Plan**
- PSPC SunLife Disability Insurance Plan**

- **PSAC Extended Health Plan**
- **PSAC** Dental Plan
- **PSAC** Vision Care Plan
- PSAC Pension Plan
- **Public Service Pension Plan (PSPP)**
- **Parking**
- **Recreational Allowance**
- ~~Salary Continuance Insurance Plan~~
- ~~Hospital and Medical Insurance~~
- ~~Employment Insurance~~
- ~~Workers' Compensation~~
- ~~Canada Pension Plan~~

Section 17: Severance Pay

The National President shall, on termination of office, be entitled to be paid one (1) week's pay at the position's current rate of pay for each completed year of continuous employment with the Government Services Union.

Regulation 6: Life Memberships, and Honourary Memberships and Awards of Merit

Section 2c: All Life members who are no longer delegates to Convention, are invited to attend GSU Conventions at their own expense.

Section 2d: A list of current GSU Life Members will be maintained by the National President and will be published in the booklet **with a short biography** containing the GSU By-laws.

Section 2g: The Life member will receive a GSU gift of their choice (maximum of \$200). If photos are taken of the nominees, they become the property of the National Office for use at its discretion.

Section 3c: A nomination for GSU Life Membership must be made using the GSU Life Membership Nomination Form. Nomination Forms may be downloaded from the GSU Website or obtained from the GSU National Office. **All applications for Life Membership shall be referred to the GSU Union Recognition Committee. The Committee will review all applications and make appropriate recommendations to National Council.**

Section 3d: add **voting will be done by secret ballot.**

Section 4 a: delete ~~other than the Local and which in person held membership.~~

Section 4b: add **be reviewed by the Union Recognition Committee and if approved**

Section 4c: add **and voting will be done by secret ballot**

Section 4f: Honourary members will receive a plaque. The award shall be presented at a Local or National event by a Union Official. If photos are taken of the nominees, they become the property of the National Office for use at its discretion

Section 5c: add and voting will be done by secret ballot

Section 5e: The recipients will receive a plaque. The award shall be presented at a Local or National event by a Union Official. If photos are taken of the nominees, they become the property of the National Office for use at its discretion

Regulation 10-Replacement of the National President-

Section 1. Vacancy due to Absence

Each National Vice-president will be delegated to act for the National President on a rotational basis. ~~The order of rotation will be based on the number of votes received by each National Vice-president during their election at Convention with the officer receiving the highest number of votes acting first.~~ Each NVP will be so delegated for one year.

Regulation 13- GSU Elected Officer be deleted.

~~As an elected officer, I am a volunteer. When I accept the responsibility of elected union office, I also accept that I am accountable to carry out the duties of that office.~~

~~Upon taking the oath of office, I will:~~

~~fulfill the duties assigned to me by GSU By-laws, the National Council, the National President, and other authorized bodies;~~

~~promote and implement GSU principles in my work as a union officer;~~

~~obtain the training and education appropriate to my elected office;~~

~~acquire knowledge of the issues important to the members in my jurisdiction;~~

~~act in a respectful and courteous manner as a representative of this union; and take ownership of the decisions I make in my elected position.~~

POLICIES

Policy 3: Family Care at GSU Meetings- part c is amended as follows: Where quality family care is not provided or where it is not convenient or economically feasible to bring family members to these facilities, those members requiring assistance will be ~~paid the amount of twenty-five dollars (\$25.00) per day or such greater amount as determined to be reasonable by the National Council for family care costs connected with the event. This amount will be claimed by completing the appropriate section on the expense claim form and attaching appropriate receipts.~~ **reimbursed according to the PSAC Family Care Policy.**

Policy 15: Local Annual General Meeting Subsidy

An allowance of \$100.00 per year will be provided to GSU Locals with fewer than 100 members to help offset the costs of holding the Annual General Membership

Meeting. ~~Each qualifying Local must apply for the subsidy each year, in writing to the National President.~~

FIVE NEW POLICIES ARE ADDED:

Policy 17: Signing authority for Memorandums of Understanding

All elected officers of GSU must submit to the GSU National Office, Representation section all MOUs requested for signature by the employer. GSU legal/representation section will review these MOUs to ensure nothing is contained that would pose future impacts on our members should they wish to challenge the MOU.

This policy applies to all elected GSU officers and any member representing on behalf of another member.

Policy 18: Recognition of Prior Memberships

Associate Memberships, Honorary Memberships, and Life Memberships recognized by the former Supply and Services Union and the former Union of Public Works Employees, which are compatible to the membership in this By-law, shall be recognized by this Union.

Policy 19: GSU Awards and Bursaries / PSAC Awards Process

In the Spring of every year, a notice will be sent to the National Council and Local Presidents advising them of the GSU and PSAC Awards Program. The process will be posted on the GSU and PSAC websites respectively.

The PSAC National Board of Directors (NBOD) has established criteria to govern the granting of PSAC long-term service pins and certificates.

The awards seek to recognize long-term officers of the union at any level who have continuously served the membership. Criteria and applications forms can be found on the respective websites.

Policy 20: Equity Training at all GSU Leadership Events

GSU will provide Equity Training at all events where GSU Leadership is participating with the intent to ensure that Local Presidents, Regional Vice-presidents, National Vice-presidents and the National President are open to all our members and aware of some of the challenges that our equity members face.

Policy 21: Translation of Local By-Laws

GSU will pay for the translation of each Locals' By-Laws to ensure they are in both official languages. Following their translation GSU will ensure the Locals' By-Laws are posted on the website.

Appendix 'F' - GSU Budget 2017-2020 - A separate document.
Report attached as Appendix 'F'.

**Appendix 'F' – Report of the Finance Resolutions Committee to the
to the 7th GSU Triennial Convention
September 26 to 28, 2017
Delta, Ottawa City Centre, Ottawa, Ontario**

The following members formed the GSU Finance Resolutions Committee:

Co-Chairpersons:

Martine Babcook, National Vice-President

Nicole Rousseau, Regional Vice-President, NCR

Committee Members:

Louis Cotte, Regional Vice-President, Quebec

Alain Courcelles, Regional Vice-President, Western

Mitch Anthony, Local President 20001, Victoria

Barbara Gignac, Local President 10011, Quebec City

Kamla Ishmael, Local President 00027, Toronto

Norman Larivière, Local President 70023, NCR - Regrets

Cynthia Livingston, Local President 90031, Charlottetown

Jim McQuaid, Local President 70017, NCR

Bill Pleming, Vice-President Local 20008, Vancouver

Marc Robidoux, Local President 10060, Matane

Technical Advisor to the Committee: Monique Desrosiers

The Finance Resolutions Committee met on September 24 and 25, 2017 to review the two (2) finance resolutions and proposed budget submitted to Convention.

All resolutions will be automatically moved and seconded by the Co-chairpersons Sister Martine Babcook and Sister Nicole Rousseau on behalf of the Committee.

The Finance Resolutions Committee would like to make the following recommendations as follows:

Non-Concurrence:

1. F-01-17 – Funding for small locals
2. F-02-17 – Travel to GSU Triennial Convention

We want to thank the Committee members for all of their work and respectful discussions. The Committee would like to thank the Convention delegates in advance for their participation and patience in this democratic process. The committee would also like to thank Sister Donna Lackie and the staff of GSU for their support to the Committee.

Respectfully submitted by the Finance Resolutions Committee,

Co-Chairpersons of the Finance Resolutions Committee

Martine Babcook

Nicole Rousseau

**Appendix ‘G’ – Report of the By-Laws Resolutions Committee
to the 7th GSU Triennial Convention
September 26 – 28, 2017
Delta, Ottawa City Centre, Ottawa, Ontario**

The following members formed the GSU By-Laws Resolutions Committee:

Co-Chairpersons:

Randy Howard, Regional Vice-President, Atlantic
David Cuning, Regional Vice-President, Ontario

Committee Members:

Dale Blandford, Regional Vice-President, Pacific
Kelly Bush, Regional Vice-President, Atlantic
Bruce Roy, Regional Vice-President, National Capital Region
Michel Maheux, Regional Vice-President, National Capital Region
Anthony Drozdowski, Local President 80052
Kimberley Kimmins, Local President XPW75
Roman Laroche, Local President 70055
Bev Laurin, Local President 50002
Ian Leblanc, Local President 70020
Monica Mercier, Local President 70019
Jeff Tessier, Local President 70024
Technical Advisor to the Committee: Bob Haywood

The By-Laws Resolutions Committee met on September 24, 2017 to review the six (6) By-Law resolutions submitted to Convention.

All resolutions will be automatically moved and seconded by the Co-chairpersons Randy Howard and David Cuning on behalf of the by-laws committee.

The By-Laws Resolutions Committee established its priorities as follows:

Concurrence:

1. B-02-17 Amalgamation of Pacific Region
2. B-04-17 Jurisdiction
3. B-05-17 Royal Canadian Mint
4. B-06-17 Small Locals

Non-Concurrence

- 1.B-01-17 Expenses for members on GSU business
- 2.B-03-17 Number of Regional Vice-Presidents

We want to thank the Committee members for all of their work and respectful discussions. The Committee would like to thank the Convention delegates in advance for their participation and patience in this democratic process. The committee would also like to thank Sister Donna Lackie and the staff of GSU for their support to the Committee.

Respectfully submitted by the By-Laws Resolutions Committee,
Co-Chairpersons of the By-Laws Resolutions Committee

Randy Howard

David Cuning

**Appendix ‘H’ – Report of the General Resolutions Committee
to the 7th GSU Triennial Convention
September 26 – 28, 2017
Delta, Ottawa City Centre, Ottawa, Ontario**

The following members formed the GSU General Resolutions Committee:

Co-Chairpersons:

Lori Walton, National Vice-President, Equity
Mélanie Hamel, Regional Vice-President, Quebec

Committee Members:

Daniel Charron, Regional Vice-President, NCR
Linda Harding, Regional Vice-President, Pacific
Dave Thomson, Regional Vice-President, Ontario
Bill Walsh, Regional Vice-President, Atlantic
Debi Bannon, Local President 00031, London
Russel Carter, Local President 60009, Moncton
Shanny Doucet, Local President 60018, Shediac
Peter O’Neill, Local President 60011, Miramichi
Michelle Simard, Local President 20008, Vancouver
Debbie Thomas, Acting Local President 70013, NCR
Kelly Votto, Local President 50057, Winnipeg
Technical Advisor to the Committee: Anne-Marie Grondin

The General Resolutions Committee met on September 24 and 25, 2017 to review the seven (7) general resolutions submitted to Convention.

All resolutions will be automatically moved and seconded by the Co-Chairpersons, Lori Walton and Mélanie Hamel, on behalf of the Committee.

The General Resolutions Committee established its priorities as follows:

Concurrence

1. G-07-17 Young Workers
2. G-01-17 Negotiation of union activities agreements for local officials
3. G-03-17 Amendment to the ratification voting procedure
4. G-04-17 Temporary Foreign Workers Program (TFWP) in Canada
5. G-05-17 The Truth and Reconciliation Commission’s call to action #57 training for NBoD

Non-Concurrence

1. G-02-17 Performance evaluation of union officials

Thank you to the Committee members for all of your work and thoughtful deliberation. The Committee would like to thank the Convention delegates in advance for their participation and patience in this democratic process. The Committee would also like to thank Sister Donna Lackie and the staff of GSU for the support to the Committee.

Respectfully submitted by the General Resolutions Committee,
Co-Chairpersons of the General Resolutions Committee

Lori Walton

Mélanie Hamel