



## **GSU National Council Conference Call**

**Zoom Meeting**

**Meeting Minutes**

**Date: Tuesday, November 24, 2020**

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## 1. Call to Order

The virtual (Zoom) conference call meeting of the GSU National Council was called to order at 1:04 pm (Eastern time) on Tuesday, November 24<sup>th</sup>, 2020 with Brother Randy Howard in the Chair and the following participants in attendance:

### Participants:

Randy Howard	National President
Martine Babcook	National Vice-President
Kelly Bush	National Vice-President, Equity
Bruce Roy	National Vice-President
Shanny Doucet	Regional Vice-President, New Brunswick and Prince Edward Island
Anthony Drozdowski	Regional Vice-President, Nova Scotia
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City
Kevin Hanson	Regional Vice-President, National Capital Region
Linda Harding	Regional Vice-President, Vancouver and Lower Mainland
Azra Jusuf	Regional Vice-President, Ontario Region, excluding the National Capital Region
Pascal Ladouceur	Regional Vice-President, National Capital Region (joined late)
Leanne Moss	Regional Vice-President, Newfoundland and Labrador
Michèle Parent	Regional Vice-President, Quebec West, including Montreal
Paul Paquette	Regional Vice-President, National Capital Region
Heather Rawlins	Acting Regional Vice-President, Alberta, Nunavut and the Northwest Territories
Nicole Rousseau	Regional Vice-President, National Capital Region
Sue Soubra Boone	Regional Vice-President, Ontario Region, excluding the National Capital Region
Reni Stein	Regional Vice-President, Vancouver Island, remainder of British Columbia and the Yukon Territories
Larissa Williams	Regional Vice-President, Saskatchewan and Manitoba

### Regrets:

Jeanette Fillion	Regional Vice-President, Royal Canadian Mint
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### Observers:

Steve Colterman	Local President 70013
Andrea Lima	Acting Local President 20008
William Tait	Vice-President Local 70013

### Staff:

Jason Manchester	Executive Coordinator to the National President
Monique Desrosiers	Finance and Administration Officer
Maria Thomas	Executive Assistant to the National President

## Announcements

- Brother Howard welcomed everyone. The purpose of this meeting is to deal with unfinished business from the September 2020 meeting. Brother Howard announced that Brother Gary Byrne Regional Vice-President for the Atlantic Region resigned in August 2020. Brother Howard administered the Oath of Office to Sister Leanne

Moss who was newly elected in September 2020. On behalf of National Council Brother Howard welcomed Sister Moss.

- Brother Howard advised National Council that simultaneous interpretation is provided for this meeting and reminded National Council to put their phone on mute if they are not addressing National Council.
- Brother Howard advised National Council that we will be dealing with unfinished business items (6f, 6g, 6h, 7b, 8 and 9). He advised National Council that we will be dealing with the Regulations and Policies amendments as the first item of business and if time permits, National Council would then deal with the By-laws resolutions.

## **2. Agenda**

Continued from previous National Council meeting of September 22<sup>nd</sup> and 23<sup>rd</sup>, 2020.

**(Appendix 'A' – for ease of reference)**

## **3. Hours of Session**

That the hours of session as proposed by the Chair be approved:

Tuesday, November 24<sup>th</sup>, 2020 from 1:00 p.m. to 5:00 p.m. (Eastern time)

**MOTION CARRIED.**

## **6. Adoption of Reports**

### **f) By-laws, Regulations and Policies Committee**

Sister Reni Stein Regional Vice-President tabled a report on behalf of the Committee. She introduced the members of the By-laws, Regulations and Policies Committee who are stated in the report.

**m/s Reni Stein / Sue Boone**

To adopt the By-laws, Regulations and Policies Committee Report as presented.

**Recorded vote #1. MOTION CARRIED. (Appendix 'B')**

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**m/s Reni Stein / Azra Jusuf**

**Number: 1**

**Subject: PSAC Events and Union Business**

**Originator: National Council**

**WHEREAS** if a member is representing GSU at an event they are on GSU business;

**WHEREAS** when a GSU member attends a PSAC event such as a Conference or a regional Convention they are representing GSU;

**BE IT RESOLVED THAT** GSU covers the expenses not covered by PSAC to attend PSAC events;

**BE IT FURTHER RESOLVED THAT** a new section 12 be added to Regulation 4 as follows:

**Regulation 4 – Expenses for members on GSU business**

## 12. PSAC Events

When a member is attending a PSAC event such as a Conference or Regional Convention as a GSU delegate, the member shall be considered as being on GSU Union Business. GSU shall therefore reimburse expenses not covered by PSAC, in accordance with the provisions of Regulation 4.

**Recorded vote #2. MOTION CARRIED.**

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**m/s Reni Stein / Azra Jusuf**

**Number: 2**

**Subject: GSU Budget**

**Originator: National Council**

**WHEREAS** National Council must review the next budget cycle during the National Council meeting prior to Convention; and

**WHEREAS** reviewing the budget is an important and serious task; and

**WHEREAS** National Council needs time to review the budget prior to the National Council; and

**BE IT RESOLVED THAT** National Council receives the proposed budget 30 days prior to the National Council meeting;

**BE IT FURTHER RESOLVED THAT** a new point be added to Regulation 5 as follows:

### **Regulation 5 – Financial Review Committee**

- In the year of GSU Triennial Convention, provide to the National Council the 3-year budget for the next cycle, 30 days prior to the in-person National Council meeting. If no National Council meeting can reasonably take place, National Council members shall receive the budget 6 months prior to GSU Triennial Convention.

**a/s Reni Stein / Bruce Roy**

That this motion be referred to the Committee with the following instructions: to remove 6 months prior to GSU Triennial Convention.

**Recorded vote #3. MOTION DEFEATED ON THE AMENDMENT.**

**Recorded vote #4. MOTION DEFEATED.**

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## Point of Clarification

Brother Howard indicated to National Council that when a resolution is presented at a National Council meeting for consideration, they are presented as part of the committee report. In each committee report, committee members make a recommendation as to whether they agree or disagree with the resolution. If a committee member disagrees and has voted against the committee recommendation, then that member can vote against the resolution.

**m/s Reni Stein / Sue Boone**

**Number: 3**

**Subject: Life Members attending GSU Convention**

**Originator: National Council**

**WHEREAS** the Life Membership award is the highest award that can be given to a GSU member;

**WHEREAS** the Life Membership award honors a GSU member for their outstanding services and contribution to the Union;

**BE IT RESOLVED THAT** a member who is awarded with a Life Membership and is no longer a delegate at GSU Triennial Convention, be invited to attend one GSU Triennial Convention as an observer, at GSU expense.

**BE IT FURTHER RESOLVED THAT** a new c) be added to Regulation 6 and that the Regulation be re-lettered accordingly as follows:

**Regulation 6 – Life Memberships, Honorary Memberships and Awards of Merit**

**c) All Life Members who are no longer a delegate at the GSU Triennial Convention will be invited to attend one (1) GSU Triennial Convention, as an observer, at GSU expense.**

**Any member who previously attended a GSU Triennial Convention as a Life Member and at GSU expenses does not qualify for this privilege.**

**Recorded vote #5. MOTION CARRIED.**

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**m/s Reni Stein / Sue Boone**

**Number: 4**

**Subject: Selection of delegates for PSAC Regional Conventions**

**Originator: National Council**

**WHEREAS** GSU does not hold a Local Presidents' Conference in the year of Conventions; and

**WHEREAS** GSU Local Presidents are an integral part of Local Executives; and

**WHEREAS** GSU Regulation 11 does not speak on the elections of delegates to PSAC Regional Conventions;

**BE IT RESOLVED THAT** Regulation 11 be amended as follows:

**Regulation 11 – Selection of delegates for PSAC Conventions**

**Section 1 – PSAC National Convention**

The following GSU members shall be delegates to the PSAC **National** Convention:

**d)** The remaining delegates that GSU is entitled to send to the PSAC **National** Convention will be elected from the plenary floor using the following process:

**Section 2 - PSAC Regional Conventions**

- a)** **Local Presidents will be automatic delegates to their PSAC Regional Convention.**
- b)** **All other delegates a GSU Local is entitled at their PSAC Regional Convention be elected during a General and/or Annual General Meeting of the Local.**

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**a/s Nicole Rousseau / Pascal Ladouceur**

That this resolution be divided into two parts: Part 1 - Section 1 and Part 2 - Section 2.

**Recorded vote #6. MOTION CARRIED ON THE ADMENDMENT.**

**a/s Reni Stein / Kelly Bush**

**Part 1 – Section 1**

**BE IT RESOLVED THAT** Regulation 11 be amended as follows:

**Regulation 11 – Selection of delegates for PSAC Conventions**

**Section 1 – PSAC National Convention**

The following GSU members shall be delegates to the PSAC **National** Convention:

**d)** The remaining delegates that GSU is entitled to send to the PSAC **National** Convention will be elected from the plenary floor using the following process:

**Recorded vote #7. MOTION CARRIED. (Part 1 – Section 1)**

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**Part 2 – Section 2**

**Section 2 - PSAC Regional Conventions**

- b)** **Local Presidents will be automatic delegates to their PSAC Regional Convention.**
- All other delegates a GSU Local is entitled at their PSAC Regional Convention be elected during a General and/or Annual General Meeting of the Local.**

**Recorded vote #8. MOTION DEFEATED. (Part 2 – Section 2)**

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**m/s Reni Stein / Sue Boone**

**Number: 5**

**Subject: Selection of delegates for Conferences and Seminars**

**Originator: National Council**

**WHEREAS** GSU recognizes the importance of participating in local, regional and national committees;

**WHEREAS** members who are involved in a committee at work or in their community should have the opportunity to attend conferences and seminars related to their portfolio;

**WHEREAS** the current selection process favors National Officers to the detriment of other members that might be more involved in the area of interest;

**BE IT RESOLVED THAT** GSU revises the criteria for selection priority;

**BE IT FURTHER RESOLVED THAT** Regulation 12 be amended as follows:

**Regulation 12 – Selection of delegates for Conferences and Seminars**

Delegates to Conferences and Seminars will be determined by the GSU National President and the National Vice-President with the responsibility for the relevant portfolio. The criteria for selection priority of delegates shall be;

- a) National Officer **with an ~~or~~** assigned role **in their region**
- b) Local and Regional positions with an assigned role **and activities both** (*NOTE: NOT APPLICABLE IN FRENCH*) within GSU, PSAC, and/or community
- c) General Membership

**Consideration will be given based on the merit of the application.**

Regional distribution shall be a consideration. The National President will consult with the respective Regional Vice-Presidents in the applicant's jurisdiction for input on selection. GSU will strive to rotate opportunities to Members when selecting delegates to conferences and seminars.

**Recorded vote #9. MOTION CARRIED.**

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**m/s Reni Stein / Sue Boone**

**Number: 6**

**Subject: GSU Standing Committees**

**Originator: National Council**

**WHEREAS** GSU has formed Committees over the years that oversee important areas of interest for GSU;

**WHEREAS** there is currently no Regulation that governs the obligations of such Committees and Committees are not being held accountable;



**BE IT RESOLVED THAT** a new Regulation 5 be added and the following Regulations re-numbered accordingly as follows:

**Regulation 5 – GSU Standing Committees**

1. **Each Committee shall ensure to have terms of references. The format of the terms of references should follow the template available on the GSU website.**
2. **At the beginning of each new cycle, the Chair of the Committee shall ensure that the terms of references are reviewed and updated.**
3. **At the beginning of each new cycle, each Committee shall ensure to have clear objectives for the next three years.**
4. **The Chair of each Committee shall submit to each scheduled annual National Council meeting a written report on the activity of the Committee since the last National Council meeting.**
5. **Ad-hoc Committees are not subject to this Regulation.**

**Recorded vote #10. MOTION CARRIED.**

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**m/s Reni Stein / Kevin Hanson**

**Number: 7**  
**Subject: Grievances**  
**Originator: National Council**

**BE IT RESOLVED THAT** the acronym PSLREB be deleted from the title of the Policy 14, Section 1:

**Policy 14 – Grievances Representation**

**Section 1 – ~~PSLREB~~ Grievances**

**Recorded vote #11. MOTION CARRIED.**

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**m/s Reni Stein / Sue Boone**

**Number: 8**  
**Subject: Recognition of prior memberships**  
**Originator: National Council**

**WHEREAS** Policy 18 is a duplicate of By-law 3, Section 5

**BE IT RESOLVED THAT** Policy 18 be deleted.

**Recorded vote #12. MOTION CARRIED.**

Brother Howard thanked the Committee members for their hard work.

**g) Local Development Committee**

Brother Howard ruled out of order the report of the Local Development Committee. Brother Howard indicated to National Council that the Chair of the Committee did not have an official meeting with the members of the Committee. Brother Howard advised that a report should be submitted at the next National Council meeting in April 2021.

#### **h) Young Workers Committee**

**m/s Bruce Roy / Pascal Ladouceur**

Brother Bruce Roy National Vice-President tabled a report on behalf of the Committee. Brother Roy read the report of the GSU Young Workers Committee to National Council. He stated that the summit was a great success and that they were able to recruit members to get more involved with their locals and union within their regions.

**Recorded vote #13. MOTION CARRIED. (Appendix 'C')**

**m/s Kevin Hanson / Paul Paquette**

Brother Kevin Hanson Regional Vice-President tabled a report on behalf of the Committee.

**Recorded vote #14. MOTION CARRIED. (Appendix 'D')**

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**m/s Kevin Hanson / Leanne Moss**

**Number: 1**

**Subject: Young Workers Summit**

**Originator: Young Workers Committee**

**Whereas** Young workers will be a source of new ideas and resolutions, and GSU needs to include younger workers' visions and priorities in its own priorities; and

**Whereas** Young workers should be invited to become involved with the Union; and

**Whereas** GSU held a successful Young Workers Summit in 2019; and

**Whereas** Young Workers at the Summit were very engaged and shared a lot of insightful information; and

**Whereas** GSU needs more ways to include and attract volunteers; and

**Whereas** A forum where young workers gather gives more results than a Committee.

**Be it resolved that** GSU hold a Young Workers Summit every three years, in the year before the GSU Triennial Convention; and

**Be it further resolved that** this is a two-day Summit to be held in the National Capital region and will include six (6) GSU Young Workers in good standing from each employer group, the National President and a National Vice-President.

**Recorded vote #15. MOTION CARRIED.**

**Note:** This resolution will be forwarded to the Finance Committee for a costing and this will be presented at the next National Council meeting in April 2021 and will be included into the budget.

Brother Howard thanked Brothers Roy, and Hanson, as well as the members of the Committee, Sisters Barrette and Thomas for work they did with the Committee.

## **7. Other Business**

### **b) Location of National Council Meeting in 2021**

After some discussion it was decided that the next National Council meeting in April 2021 will be held virtually. Sister Thomas will be sending an email to National Council requesting feedback.

## **8. Business arising from the previous minutes**

### **Actions to be taken:**

#### **a) Standing Discipline Committee**

Brother Howard advised National Council that the GSU Standing Discipline Committee is composed of five members. At the present time, GSU only has two members: Sisters Babcook and Doucet. He also provided information on the duties and responsibilities to be part of this Committee.

- There must be at least three members on this Committee;
- Must take training provided by PSAC;
- Must be a member in good standing.

Sister Doucet also added the following information:

- Requests for investigation are usually sent to the PSAC National President and then forwarded to the Component for investigation;
- If GSU does not have enough members on the SDC, they can reach out to other Components;
- If you know the member being investigated, you must withdraw from being on the Committee, as you must remain impartial.

Brother Howard indicated that he is looking for volunteers to be part of this committee, as he does not want to appoint anyone. After some discussions the following National Council Officers submitted their names and volunteered to be part of the Committee and to commit to the training offered by the PSAC.

**Names submitted:** Sisters Kelly Bush, Sue Boone, (Alternate) Azra Jusuf, Leanne Moss, Michèle Parent, Brothers Kevin Hanson and Pascal Ladouceur. Should you wish to be part of the Committee, you can also send an email to Brother Howard. Brother Howard thanked the National Council members for their interest.

### **b) Terms of Reference (TOR) Standard Framework across the country**

Discussions took place on Standard Framework (TOR) across the country. Brother Howard also had discussions with his National Vice-Presidents on this topic. He advised National Council that this is a very difficult task to accomplish to have the

TOR standard across the country. For some regions, meetings with other bargaining units are beneficial. He stated that this format works very well in the Quebec region. Sister Harding indicated that she is not opposed to having other bargaining units participate in regional meetings, but not as co-chairs. Sister Stein echoed Sister Harding's comment. Brother Howard indicated that he would not have any issues to reach out to the Regional Director for the Pacific Region. He also stated that he would like to have future discussions with Sisters Harding and Stein. Brother Howard requested feedback to find out how the other regions proceeded with their regional meetings.

**Quebec Region:** Sister Parent advised National Council that Local Presidents can attend the regional meetings and this is a very good learning curve, part of their training and it is beneficial.

**Atlantic Region:** Brother Drozdowski stated that Local Presidents cannot attend.

**Ontario Region:** Sister Jusuf stated that Local Presidents cannot attend.

**National Capital Region:** Brother Hanson stated that Local Presidents can attend some meetings. Brother Roy clarified that in the NCR there are no regional meetings, just Local meetings.

**Western Region:** Sister Rawlins stated that it works well in her region. Sister Williams added that Local Presidents can attend and that they have 3 co-chairs, PSPC, GSU and PIPS.

This does not apply to the Royal Canadian Mint.

Brother Howard will leave this to the the regions and Locals to decide what works best for them as the TOR's are different across the country.

### **c) Update Mental Health (Support from GSU)**

Brother Howard informed National Council that he is looking into types of training that can be provided on Mental Health and how to support National Council. He has also reached out to other Components to find out what they are doing but he has not received any responses.

Sister Parent stated that Mental Health training should be educational, that we need to take care of ourselves and that we need the proper support from GSU. Mental Health training is one issue but it's not just about training. GSU needs to be more involved supporting elected officers and members. She stated that her executive is newly elected, they have no training and it is very difficult for them to be released to do union business / activities. This is a major concern and GSU needs to negotiate with Human Resources for more flexible time for union activities.

Sister Bush echoed Sister Parent's comments and that as an organisation, we need to do more to protect our officers. Sister Bush recommends having more discussions on this topic at our next meeting. She will work on a framework.

## **9. Round Table**

The meeting ended with a round table discussion. Due to lack of time, only National Council members that had comments addressed National Council.

**Sister Doucet:** She informed National Council that she was contacted by the Director of Pay and Administration Branch requesting a list of contacts in each Local. She was advised by the DG that some members do not know which union they belong to. Brother Howard stated that he has no issues with Sister Doucet providing the contact information and that she could coordinate with the Regional Vice-Presidents.

**Sister Harding:** She advised National Council that she will be attending the BC Federation of Labour Conference on November 25 and 26, 2020 and that the Health and Safety Conference is scheduled from March 19 to 21, 2021. Both meetings will be held virtually.

Brother Howard invited the observers to address National Council.

**Brother Tait:** He stated it was his first time attending a National Council meeting and that it was an “eye opener”. He thanked National Council for inviting him.

**Brother Colterman:** He thanked everyone for their hard work and for being able to participate.

**Sister Lima:** She thanked National Council for inviting her.

**Brother Howard:** He thanked everyone for their time and hard work. He also informed National Council that Local 10161 and Local 50057 held virtual Annual General Meetings and that they were very successful. He thanked Brother Manchester for helping the Locals organizing their AGM virtually. He thanked the staff, the interpretation and Electronic Language Communications for a successful meeting.

## **10. Adjournment**

**m/s Linda Harding / Anthony Drozdowski**

The meeting ended at 5:00 p.m.

## Recorded votes

<b>Legend / Légende:</b> 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	By-laws Cttee Report	#1 PSAC Events & Union 1 Business	#2 GSU Budget Amendment	#2 GSU Budget	#3 – Life Members	#4 Motion to divide Section 1 and 2	#4 Section 1 Delegates to PSAC Convention	#4 – Section 2 – PSAC Regional Conventions	#5 Selection delegates for Conf. & Seminars	#6 GSU Standing Cttee	#7 Grievances	#8 Recognition of prior memberships	Young Workers Committee Report	Young Workers Summit Report	#1 Young Workers Summit Resolution	
<b>Vote Number / Numéro de vote</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	
Babcook, Martine, NVP	1	1	2	2	1	1	1	2	1	1	1	3	4	4	4	
Bush, Kelly, NVP Equity	1	2	1	1	1	1	1	2	1	1	1	1	1	1	1	
Roy, Bruce, NVP	1	1	1	2	1	1	1	2	1	1	1	1	1	1	1	
Boone, Sue	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	
Doucet, Shanny	1	1	2	2	3	1	1	2	1	1	1	1	1	1	1	
Drozdowski, Anthony	4	1	2	2	3	1	1	2	1	1	1	1	1	4	1	
Fillion, Jeanette	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
Hamel, Mélanie	1	1	2	2	1	2	1	3	1	1	1	1	4	4	4	
Hanson, Kevin	1	1	2	2	1	1	1	1	1	1	1	1	1	1	1	
Harding, Linda	1	1	2	2	1	1	1	2	1	1	1	1	1	1	1	
Jusuf, Azra	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	
Ladouceur, Pascal	4	4	4	4	1	1	1	2	1	1		1	1	1	1	
Moss, Leanne	1	1	2	4	3	1	1	3	1	1	1	1	1	1	1	
Paquette, Paul	1	1	2	2	1	1	1	1	1	1	1	1	1	1	1	
Parent, Michèle	1	1	2	3	1	1	1	2	1	1	1	1	1	1	1	
Rawlins, Heather, Acting	1	1	2	2	1	1	1	2	1	1	1	1	1	1	1	
Rousseau, Nicole	1	1	2	2	1	1	1	2	1	1	1	1	1	1	1	
Stein, Reni	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	
Williams, Larissa	1	1	1	2	1	1	1	2	1	1	1	1	1	1	1	
Howard, Randy	1	1	2	2	1	1	1	2	1	1	1	1	1	1	1	

\* Leave: Robyn Thompson

## **Appendix 'A' – Agenda**

### **GSU National Council Meeting Conference Call – Zoom Tuesday, November 24, 2020 1:00 pm to 5:00 pm**

1. Call to Order and Announcements
  - Oath of Office (Leanne Moss)
2. Agenda (continued from previous NC meeting of Sept. 22-23, 2020)
3. Hours of Session
6. **GSU Committee Reports**
  - Adoption of Reports**
    - f) By-laws, Regulations and Policies Committee
    - g) Local Development Committee
    - h) Young Workers' Committee
7. **Other Business**
  - b) Location of National Council Meeting in 2021
8. **Business arising from the previous minutes**
  - Actions to be taken:**
    - a) Standing Discipline Committee
    - b) TOR – Standard Framework across the country
    - c) Update – Mental Health (Support from GSU)
9. **Round Table**
10. **Adjournment**

**Appendix 'B' – Report of the By-Laws Committee**  
**April 2020 - National Council**

The By-Laws Committee is composed of:

**Chair:** Reni Stein – *RVP remainder of B.C. & Yukon*

Mélanie Hamel – *RVP Eastern Quebec*

Pascal Ladouceur – *RVP NCR*

Troy MacDonnell – *Local 60011 President*

Sue Soubra Boone – *RVP Ontario*

Kelly Votto – *Local 50007 President*

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I am pleased to present the National Council with the last GSU By-Laws Committee report for the 2018-2020 cycle. This also is my first report as the Chair of Committee, following Brother David Cunning's departure.

I would like to first start by providing the National Council a summary of the By-Laws activities over the last 2 ½ years.

Under the leadership of Brother Cunning:

- The Committee met in September 2018 to go over some By-Laws changes that were ruled out of order by our National President as they were deemed substantive changes rather than editorial.
- In February 2019, the National Council voted in favor of the recommendations of the By-Laws Committee to rule those changes out of order.
- In August 2019, the Committee met again and started reviewing the By-Laws, Regulations and Policies for potential resolutions ahead of the 2020 Convention.

Finally, in preparation for the National Council of April 2020, the Committee met in February 2020 for a two-day meeting to draft resolutions on potential amendments to the GSU By-Laws, Regulations and Policies. In the following pages, you will see the results of the Committee's work.

Firstly, you will be presented with a series of By-Laws amendments that the Committee would like to bring forward to Convention. As you know, By-Laws can only be amended by a 2/3 majority at Convention. In order to get there, we first need the National Council's support to submit those resolutions to Convention.

Secondly, you will find proposed amendments to some Regulations and Policies. These changes can be adopted by the National Council and will take effect upon adoption. National Council already adopted two changes to the Regulations and Policies in August 2019 and changes adopted during the April 2020 National Council will be added



to the list for ratification at Convention. Once again, the Committee is asking that the National Council support the recommendations of the Committee.

On a personal note, I would like to thank the members of the Committee for their work and contribution. You raised very interesting points and your interventions throughout the exercise were always on point. The National Council is very fortunate to have a strong and dedicated By-Laws Committee.

Respectfully submitted,

Reni Stein

## **Appendix 'C' – Report of the GSU Young Workers Committee**

I am honored to Mentor GSU Young Workers Committee. Our Young Workers committee comprised of sister Larissa Williams and brother Kevin Hanson hosted the Inaugural GSU Young Workers Summit in November 5-7, 2019 at the Marriott Hotel in Ottawa. Over twenty young workers from various locals attended the three-day summit. The Summit was an extremely successful event, so much that we recommend to GSU NC that a GSU National Young Workers' Summit be held once per cycle funded by GSU and supported by the GSU NC. GSU should recognize the need to invest in our young worker leadership development and a national young workers' Summit, would better equip GSU to accomplish these goals.

A special thank you to sisters Dominique Barrette and Maria Thomas for their outstanding support.

Respectfully submitted,

Bruce Roy  
Mentor to the GSU Young Workers Committee

## **Appendix 'D' – Report of the GSU Young Workers Summit**

From: September 2019 To Present

### **Committee Members**

Mentor – Bruce Roy

Co-Chair – Kevin Hanson

Co-Chair – Larissa Williams

GSU Staff Representative – Dominique Barrette

The very first Government Services Union (GSU) Young Workers Summit was held on November 5, 2019 to November 7, 2019. The entire group, who worked hard on making this happen, was thrilled to be a part of this great initiative. The summit's goal was to bring GSU members from across Canada, who self-identified as young workers and applied to attend the summit, to one location for three (3) days to discuss young workers issues, learn more about their union, and build and develop significant pieces together so that their union can better support young workers in the future. Throughout the three (3) days, the young workers who attended had a chance to network with each other through social events and workshops that helped them learn more about their union. Guest speakers attended the summit, and a handful of young workers got more involved with their locals and union within their regions. In the end, the main objective was met, and the summit was a great success.

At this point in time, I look to the National Council for approval to create an official young workers summit. The reason I think this is important is because young workers are the future of our Union, and they are also the present. Young workers are one of the most vulnerable groups of workers within the workplace, and they need a platform to voice their concerns within their union, they need a way to learn more about their union to limit apathy towards their union in the present and future. To do this, I believe young workers need a separate summit where their issues can be discussed and identified, and where young workers can feel more empowered to get involved within their union. From my own observation at the summit, the young workers who attended and got more involved in their local, became empowered to do so at the young workers summit. By creating a young workers summit, we are empowering the youth to step in and learn the role, so that they can successfully lead within their union should the chance arise. This is where succession planning is crucial within our union, and it would be up to us as the National Council to empower those most vulnerable to step up and get involved to fight for their rights.

With that being said, because of the success of the young workers summit in November 2019, and the necessity to continue this good habit of having a GSU young workers summit, I propose the following resolution listed below that needs support by National Council to move forward to Convention.

I would also like to point out the financial forecast for the young workers summit will follow.

Kevin Hanson

Regional Vice-President, NCR