
Convention Proceedings



Government Services Union, PSAC

Fifth Triennial National Convention

September 23rd, 24th and 25th, 2014

Delta Ottawa City Centre

Ottawa, Ontario

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Tuesday, September 23rd, 2014

A.M. Session

Call to Order

Sister Lackie called the Fifth GSU Triennial National Convention to order at 9:10 a.m. on Tuesday, September 23rd, 2014.

Sister Donna Lackie GSU National President welcomed the delegates to Ottawa.

Sister Lackie explained that the GSU is technically one of the 'youngest' Components of the PSAC. This is due to a merger that took place between the Supply and Services Union and the Union of Public Works Employees in 1999 that created the Government Services Union.

Sister Lackie asked Sister Kelly Bush, Local President 80052, to introduce Barbara Hill, an Aboriginal Elder. Sister Bush explained that Barbara Hill was born on the Kitigan Zibi Anishinabeg Reserve 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 Native prayer.

Sister Lackie introduced Brother Michael Desautels who led the singing of 'O Canada' and 'Solidarity Forever'.

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:

Local 10060: Claude Fortin

Local 20008: Steve Tomlin

Local 20008: David Mower

Local 30001: Anita Coburn

Local 30001: Kenneth Vonskopszynski

Local 30001: Christine Johnson

Local 30001: Linda Ketcheson

Local 30001: William (Bill) Lawson

Local 40007: Judy Punshon

Local 50057: Bernard Cure

Local 60018: Michel (Mike) Melanson

Local 60018: Linda Elizabeth Hart

Local 70013: June Hooper

Local 70013: Eddy Strilchuk

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Local 70019: Sandy Larche
Local 70020: André Lalonde
Local 70023: Phil Pitman
Local 80052: Olive Jackson
A moment of silence was observed.

Introductions

Sister Lackie introduced the Guests, Life Members, National Council Members, Host Committee and the GSU Staff Members.

Guests

Robyn Benson PSAC National President
Larry Rousseau PSAC Regional Executive Vice-President, NCR

GSU Life Members

Daryl Bean, Mark Brunell, Bill Dennis, Valerie Denesiuk, Jean-Paul Fortin, Bob Graves, Pierre Laberge, Michael Lavery, Nadine Lethbridge, Mike Martin
Bonnie Robichaud and Phil Robinson.

GSU National Council

Donna Lackie National President
Daniel Charron National Vice-President, Equity
Bob Cameron National Vice-President
Jack Gale National Vice-President
Bill Walsh Atlantic Regional Vice-President
Michelle Little Atlantic Regional Vice-President
Lori Walton Atlantic Regional Vice-President
Louis Cotte Quebec Regional Vice-President
Mélanie Hamel Quebec Regional Vice-President
Shirley Taylor National Capital Regional Vice-President
Nicole Rousseau National Capital Regional Vice-President
David Cunning Ontario Regional Vice-President
Dave Thomson Ontario Regional Vice-President
Martine Babcook Western Regional Vice-President
Don Wilkie Western Regional Vice-President
Michelle Simard Pacific Regional Vice-President
Reni Stein Pacific Regional Vice-President

Regrets:

Alex Sauvé National Capital Regional Vice-President

Host Committee

Nicole Rousseau National Capital Regional Vice-President
 John Jedrasik Local President, 70013

- Sister Rousseau and Brother Jedrasik addressed the delegates and welcomed them to Ottawa. They also indicated that should delegates need information during the week, the Host Committee Members would be available to assist them.
- Brothers David Cunning, Dave Thomson and Sister Sue Soubra were the Host Committee in Toronto in 2011, and they presented to Sister Nicole Rousseau and Brother John Jedrasik the “Convention Book”. This Convention Book was launched in Québec City and it is to be passed on to all future Conventions. Sister Lackie requested that the delegates sign the “Convention Book” sometime during Convention.

GSU National Office Staff

Paulette Michon Hamelin Union Representative
 Craig Spencer Union Representative
 Bob Haywood Advisor to the National President
 Gail Peck Finance and Administration Officer
 Stephanie Ehler Assistant to the Union Representatives
 Claudine Martel Term Assistant to the National Office
 Maria Thomas Assistant to the National President
 Jennifer York Technology Assistant
 Monique Boyer Convention support retiree

PSAC Staff

Debbie McLaughlin PSAC Halifax Regional Office
 Sarah Bélanger PSAC Executive Office

PSAC Statement on Harassment

Sister Lackie invited Sister Hamel to read the PSAC Harassment Policy. Sister Hamel read it in French. 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

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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 Brother Craig Spencer and Sister Paulette Michon-Hamelin as the anti-harassment Coordinators for this Convention.

PSAC Scent Free Policy

Sister Lackie invited Sister Michelle Little to read the PSAC Scent Policy. Sister Little read it in English. 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.

Announcements

Sister Lackie made the following announcements:

- This is a bilingual Convention. Simultaneous interpretation is provided.
- Meeting is smoke-free.
- GSU Convention is going social. For tweeters, the hashtag for Convention is #gsu2014ssg.
- GSU Convention is trying to go green. Please recycle as much as possible.
- Staff will be taking pictures. If you do not want your picture taken, please advise the staff.
- No cell phones are to be used on the Convention floor.

- Elections will be done electronically, however, delegates should have their ballots books with them at all times.

Guest Speaker, Robyn Benson

Sister Lackie introduced Sister Robyn Benson, PSAC National President. Sister Benson worked at the Winnipeg Tax Centre for many years and is a proud member of the Union of Taxation Employees. She was the Regional Executive Vice-President for the Prairies for 12 years before she was elected National President of the PSAC on May 4th, 2012. Sister Benson addressed the Convention delegates and reminded them that, as Union activists, their support to their Union is sincerely appreciated. Without activists, there would be no Union. She spoke briefly on Collective Bargaining and condemned the Government for its attacks to 'gut sick leave' and encouraged all members to continue to fight. Sister Benson wished the delegates success with Convention business.

Sister Lackie thanked Sister Benson for her contribution to the Convention and advised her that a donation would be made in her name to '*Gîte Ami*'.

Guest Speaker, Larry Rousseau

Sister Lackie introduced Brother Larry Rousseau, Regional Executive Vice-President, National Capital Region who was elected in June of 2011. Previously, Brother Rousseau was a Regional Vice-President with the Union of National Employees, and an employee of Statistics Canada. He indicated that it is always a pleasure to spend time with members across the country and to share experiences. He strongly feels that together, we can move the union forward and fight the Harper Government. We need to stay united and send a clear message to this government – 'enough is enough'. At the end of the address, he wished the delegates success during the Convention.

Presentation

Sister Lackie introduced Brother Daryl Bean, GSU Life Member to present an award to Brother John Jedrasik. Brother Jedrasik has been 'the face of the Union' to his local for over 30 years. He became a steward in 1979 and held various positions until he became Local President in 1987, a role at which he remains in today. As the President of one of the largest GSU locals, Brother Jedrasik has always supported his members passionately throughout the years. He has attended so many Conventions over the years that he has become known as 'Mr. Convention'.

Brother Daryl Bean presented a PSAC 35 Year Service Award and a pin to Brother John Jedrasik and extended his best wishes. Brother Jedrasik addressed the Convention delegates and thanked everyone. He offered a special thank you to his two daughters and to his Local for submitting his name to the PSAC. He wished everyone success at this Convention.

Report of the Credential Committee

M/S Amber Miller / Jeannine Nguyen

THAT the first report of the Credential Committee be adopted:

73 Accredited Delegates

9 Observers

10 Life Members

7 Guests

MOTION CARRIED.

M/S Daniel Charron / Jack Gale

THAT the following 4 delegates be seated as an accredited delegate to the Convention.

Brother André Côté; Local 70015

Brother Ron Le Blanc, Local 70055

Brother Jean-Marie Brideau, Local 60018

Sister Lyne Laflamme, Local 10161

The Credentials Committee subsequently reported 77 accredited delegates present.

MOTION CARRIED UNANIMOUSLY.

(Attached as Appendix 'A' - List of Delegates)

Adoption of the Convention Agenda

M/S David Cunning / Don Wilkie

THAT the Convention Agenda be adopted as presented.

A/S/L John Jedrasik / Bruce Roy

THAT the agenda be amended to reflect the following change - hours of session on Thursday September 25 be from 8:30 a.m. to 5:00 p.m.

MAIN MOTION IS CARRIED.

(Attached as Appendix 'B')

Adoption of the Rules of Order

M/S Michelle Little / Lori Walton

THAT the Rules of Order be adopted as presented.

MOTION CARRIED.

Ratification of Appointments to Convention Committees

M/S Louis Cotte / Reni Stein

THAT this Convention ratifies the appointments to committees.

MOTION CARRIED.

(Attached as Appendix 'C')

Guest Speaker, Nycole Turmel

Sister Lackie introduced Nycole Turmel who is a Member of Parliament for Hull-Aylmer and Chief Opposition Whip. She was elected in May of 2011.

Sister Turmel began her career working in a Canada Employment Centre and then became involved in the Union movement. From 1979 to 2006, she held various Union positions at the local, regional and national levels. Sister Turmel was the first woman to be elected National President of the PSAC and she served in this position from 2000 to 2006.

Sister Turmel stated that it is an honour for her to attend the Convention and that she felt 'right at home'. She indicated that she is very concerned about what the future holds for the Federal Government employees and urged our delegates to fight back, to be organized and to be prepared to fight the Harper Government.

Sister Lackie thanked Sister Turmel for her contribution to the Convention and advised her that a donation in her name would be made to 'Le Centre d'aide et lutte contre les agressions sexuelles de l'Outaouais'.

Announcements

Sister Lackie announced that the All Candidate's Forum would be held from 6:00 p.m. until 7:00 p.m. that evening. Brother Brunell agreed to be the Chairperson for the meeting.

She then introduced the nominations committee: Michèle Parent and Bill Fleming.

Brother Haywood explained the election procedures.

Report of the Credential Committee

M/S Amber Miller / Jeannine Nguyen

THAT the second report of the Credential Committee be adopted:

81 Accredited Delegates

5 Observers

10 Life Members

7 Guests

MOTION CARRIED.

P.M. Session

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 three years. She explained that each and every day brings a new set of challenges and issues but the work is extraordinarily rewarding both personally and professionally in that it has given her the opportunity to work very closely with

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National Council and Local Presidents. Sister Lackie stated that it is very important to reach out to new members, to mobilize and together we can win at the bargaining table and at the 'ballot box' in 2015. By standing united we can and will defeat the Harper Government.

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

Point of Privilege

Brother Blandford: He stated that this is his first time attending Convention and he personally wanted to thank Sister Lackie for all of her support and devotion given to the Local.

Brother Thomson: He echoed Brother Blandford, by thanking Sister Lackie for all of her support with regard to members at the Burlington Bridge and he requested that this be reflected in the minutes.

Sister Walton: Thanked Sister Lackie for the help and support given to members during the closing of the Print Production site.

Sister Soubra: Thanked Sister Lackie for all her support given to Local 00027.

Brother Nitschmann: Thanked Sister Lackie for all of her guidance and support regarding the Cliff explosion. Her support was very much appreciated by the members of Local 70023.

Ratification of Regulations and Policies adopted by the National Council

M/S Bob Cameron / Shirley Taylor

GSU Regulation 2, By-law 11, Section 1 – Fiscal Year

GSU Regulation 2, By-law 11, Section 2 – Signing Authorities

GSU Regulation 2: Framework Local By-law – Adding Local Number and date of the meeting

GSU Regulation 2, By-law 7, Section 4 – Duties of Officers

GSU Regulation 2, By-law 8 – Shop Stewards Election

GSU Regulation 8, Part 2 and Part 4 – Expenses and signing authority

GSU Regulation 13 – Accountability Accord

GSU Policy 13 – Review of Local By-laws

A/S François Laroche / Samir Moussa

THAT the motion be divided as follows:

GSU Regulation 2, By-law 11, Section 1 – Fiscal Year

GSU Regulation 2, By-law 11, Section 2 – Signing Authorities

GSU Regulation 8, Part 2 and Part 4 – Expenses and signing authority

Motion defeated on the amendment.

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

Website Presentation

Sister Lackie introduced Stephen Webb, a website designer and Sister Jennifer York, a GSU Technical Advisor. Stephen Webb, with the assistance of Sister York, have re-designed the GSU website and this website is now ready to be launched. Stephen Webb addressed the delegates and explained the new features of the GSU Website.

UnionWare Presentation

Sister Lackie introduced Stephen Petrie, Project Manager/Analyst UnionWare and Sister Stephanie Ehler, Assistant to the Union Representatives. They are presently working on designing the 'Members Portals' for Locals. Stephen Petrie made a presentation to the delegates and he explained the process.

Committee Reports

Finance Committee Report

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

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

M/S Bob Cameron / Martine Babcook

TO adopt the GSU 2015-2017 Budget as presented.

MOTION CARRIED.

(Attached as Appendix 'F')

Committee Reports

The Convention Chairperson asked the Co-Chairpersons of the By-laws Committee, Brother Daniel Charron and Sister Mélanie Hamel, of the By-laws Committee to come to the front to be introduced. Brother Charron introduced the other members of the Committee.

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

Brother Charron and Sister Hamel read their report to the Convention delegates.
(Attached as Appendix 'G')

Number: B-02-14, Subject: RVP Duties, Originator: National Council

BE IT RESOLVED THAT By-law 7, Section 3, duties of the Regional Vice-Presidents, be amended by adding an additional paragraph as follows:

“Review the By-laws of all Locals in their jurisdiction, at least once in every mandate and/or when amended, to ensure compliance with the GSU Framework Local By-laws, the GSU By-laws and the PSAC Constitution.”

Committee Recommendation: Concurrence

Convention Action: Carried

Number: B-09-14, Subject: National Council Elections for NVP's, Originator: 70013/6/E

BE IT RESOLVED THAT the NVP positions will be elected separately, starting with the NVP Equity position.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: B-12-14, Subject: Atlantic Regional Structure – Geographical Change, Originator: 80052/1/E

BE IT RESOLVED THAT By-Law 6, Section 2 C's last 3 bullets be changed to one bullet that reads as it follows: Atlantic – 3 RVPs.

BE IT FURTHER RESOLVED THAT By-Law 9, Section 4a) wording changes: If there is a vacancy in the office of Regional Vice-president, ~~the~~ An Alternate Regional Vice-president shall fill the position.

BE IT FURTHER RESOLVED THAT there are at least 4 alternates chosen for Atlantic RVPs.

BE IT FURTHER RESOLVED THAT Alternates are willing to actively participate in regional activities.

Committee Recommendation: Concurrence

Convention Action: Defeated

Recorded against: Michelle Little

General Resolutions Committee Report

The Convention Chairperson asked the General Resolutions Committee to come to the front where she introduced Brother Jack Gale and Sister Nicole Rousseau, Co-Chairpersons of the General Committee.

Brother Gale and Sister Rousseau read their report to the Convention delegates.

It was indicated that all resolutions will be automatically moved and seconded by the Co-chairpersons, Brother Jack Gale and Sister Nicole Rousseau on behalf of the Committee. **(Attached as Appendix 'H')**

Number: G-18-14, Subject: Championing for our Aboriginal Communities, Originator: 80052/4/E

BE IT RESOLVED THAT Government Services Union, consult with the National Aboriginal Peoples Circle to find out how we as a component can best champion aboriginal issues and be allies to their fights and campaigns.

BE IT FURTHER RESOLVED THAT the GSU look at our own circle of influence in our scope of work to see how we can enrich and strengthen Federal initiatives in place to assist the Aboriginal Workers and Communities.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: G-20-14, Subject: National Public Inquiry into Missing and Murdered Aboriginal Women, Originator: 80052/6/E

The committee divided Resolution G-20-14 into three parts.

Part 1 is the first “Be it resolved that”:

BE IT RESOLVED THAT Government Services Union, produce and present a brief and support members in doing a direct lobby campaign that will call on the Government of Canada to commence a National Public Inquiry into missing and murdered Aboriginal Women.

Committee Recommendation: Concurrence

Convention Action: Carried

Point of Privilege

Sister Little wanted to recognize Sister Amy Muzerall, Observer from Local 60011 participating as a first time observer for all of her hard work and dedication to the Local.

Announcements

Brother Haywood reminded everyone that the All Candidates' Forum would be held from 6:00 p.m. until 7:00 p.m. tonight. Observers are welcome to attend.

First day of Convention ended with a video of Don Wilkie, Regional Vice-President Western Region, who accepted the 2014 'Ice Bucket Challenge'. Brother Wilkie thanked Local 50002 for their help.

**The Convention recessed at 5:00 p.m. until 9:00 am
Wednesday September 24, 2014.**

Wednesday, September 24, 2014

A.M. Session

Call to Order

Sister Lackie called the Convention to order at 9:10 a.m. on Wednesday, September 24, 2014.

Guest Speaker, Candy Palmater

Convention started with an address from Candy Palmater. Candy is both inspirational and funny. She studied and became a lawyer and then quit to become a comedian as well as an international speaker and educator of aboriginal perceptions and gay rights. Currently she has her own show on the APTN network.

Report of the Credential Committee

M/S Amber Miller / Jeannine Nguyen

THAT the third report of the Credential Committee be adopted:

79 Accredited Delegates

5 Observers

10 Life Members

5 Guests

MOTION CARRIED.

Brother Aryn Keshavjee Local 70707 replaced Sister Mihaela Marin-Lazarescu Local 70707. Brother Keshavjee is now the delegate. They are both from the same Local.

Committee Reports

Report of the General Resolutions Committee

Number: G-09-14, Subject: Duty To Accommodate, Originator: 70013/11/E

The committee divided Resolution G-09-14

Part 4 is the first "Be it resolved that":

BE IT FURTHER RESOLVED THAT the GSU take steps to ensure adequate processes are in place to deal with workplace accommodation issues.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: G-07-14, Subject: Family Care Registration Forms, Originator: 70013/5/E

BE IT RESOLVED THAT the PSAC ensure that registration forms for all PSAC sponsored activities take into account the requirements for the family members with disabilities of the member attending the sponsored events, and;

BE IT FURTHER RESOLVED THAT the registration forms should gather the information necessary to make sure that access to the activities will be available for those family members with disabilities including those with environmental illnesses and sensitivities.

Committee Recommendation: Concurrence

Convention Action: Carried

This resolution will be forwarded to the PSAC 2015 Convention.

Number: G-08-14, Subject: Men's Action Support Committees (MASC), Originator: 70013/7/E

BE IT RESOLVED THAT the PSAC support the establishment of Men's Action Support Committees in all the PSAC regions within the next three years; and

BE IT FURTHER RESOLVED THAT funding be made available to these committees.

Committee Recommendation: Concurrence

Recorded against: Lori Walton

M / S Terry-Lynn Flynn / Martine Babcook

The previous Question.

Convention Action: Carried

M/S Martine Babcook / Amber Miller

THAT a standing vote be conducted.

Standing vote: 36 in favour

33 opposed

Convention Action: Carried

Number: G-16-14, Subject: Consultation, Originator: 70055/2/E

BE IT RESOLVED THAT National Council should consult with each local on any change(s) to the GSU Regulations and Policies before National Council decision and / or vote take place.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: G-13-14, Subject: Report cards for locals, Originator: 70017/1/E

The committee divided Resolution G-13-14

Part 1 is the first “Be it resolved that”:

BE IT RESOLVED THAT the GSU governing body will provide guidance and assistance to the local executives as may be required to ensure the performance of their duties.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: G-14-14, Subject: Using technology to facilitate voting and online meetings, Originator: 70017/2/E

BE IT RESOLVED THAT the GSU National office investigate the cost/benefits and feasibility of online engagement, including voting for use at every level of the union including the local level.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: G-02-14, Subject: GSU Colors, Originator: 20008/1/E

The committee divided Resolution G-02-14

Part 2 is the first “Be it resolved that”:

BE IT FURTHER RESOLVED THAT a contest/campaign be initiated where the membership submits designs for membership ratification.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: G-20-14, Subject: National Public Inquiry into Missing and Murdered Aboriginal Women, Originator: 80052/6/E

The committee divided Resolution G-20-14

Part 2 is the first “Be it resolved that”:

BE IT FURTHER RESOLVED THAT the GSU urge the Government of Canada to adopt a national action plan on violence against women.

Committee Recommendation: Non-Concurrence

Convention Action: Lost

A/S Daniel Charron / Shirley Taylor

Part 2 is the first “Be it resolved that”:

BE IT FURTHER RESOLVED THAT the GSU urge the Government of Canada to adopt a national action plan on violence against women.

Committee Recommendation: Concurrence

Convention Action: Carried

Part 3 is the second “Be it further resolved that”:

BE IT FURTHER RESOLVED THAT the GSU strongly urge the Government of Canada to implement all recommendations from the National Public Inquiry.

Committee Recommendation: Concurrence

Convention Action: Carried

Number: G-05-14, Subject: Public Service Staffing Tribunal (PSST), Originator: 70013/2/E

BE IT RESOLVED THAT the full cost of appeals related to PSST complaints on behalf of GSU members be provided by the component.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: G-02-14, Subject: GSU Colors, Originator: 20008/1/E

The committee divided Resolution G-02-14

Part 1 is the second “Be it further resolved that”:

BE IT FURTHER RESOLVED THAT GSU head office revamp the GSU logo to a more up-to-date color and design.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: G-03-14, Subject: Swag, Originator: 20008/2/E

BE IT RESOLVED THAT GSU purchase an appropriate number of flags/banners for each local.

BE IT FURTHER RESOLVED THAT to keep costs at a minimum and to have fair representation we recommended 10 flags per voting delegate and 1 banner per local at convention.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: G-09-14, Subject: Duty To Accommodate, Originator: 70013/11/E

The committee divided Resolution G-09-14

Part 2 is the second “Be it resolved that”:

BE IT RESOLVED THAT the GSU place priority in development and delivery of education courses on Duty to Accommodate for its members; and

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Part 3 is the third “Be it resolved that”:

BE IT FURTHER RESOLVED THAT the GSU lobby appropriate levels of government and separate employers to bring more awareness and to highlight their legal responsibility under the Human Rights Act; and

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Part 4 is the fourth “Be it further resolved that”:

BE IT FURTHER RESOLVED THAT the GSU call for government and separate employers to provide education on the legal obligations of Duty to Accommodate for all management and employees; and

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: G-10-14, Subject: Grievance procedures, Originator: 70013/12/E

BE IT RESOLVED THAT the GSU revisit the grievance procedure with its employers to expedite the outcome for a decision for a grievance submitted by eliminating one of the levels of hearing a grievance from 4 to 3 levels in the new grievance procedure; and

BE IT FURTHER RESOLVED THAT GSU realign within its own shop who will present the grievance to the employer on behalf of the member submitting the grievance to that of the following:

- a) Level 1 to be presented by the local representative
- b) Level 2 to be presented by the Regional Vice-President in that region
- c) Level 3 to be presented by the GSU representative

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: G-12-14, Subject: Consultation, Originator: 70013/14/E

BE IT RESOLVED THAT GSU National Council members work together by consulting Local Executive prior to making decisions at their National Council meetings that could have a major impact on the way the Locals conduct their business.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Recorded against: John Jedrasik

Number: G-13-14, Subject: Report cards for locals, Originator: 70017/1/E

The committee divided Resolution G-13-14

Part 2 is the first “Be it resolved that”:

BE IT RESOLVED THAT a ‘report card’ system will identify clear objectives with specific timelines to ensure the successful implementation of established objectives.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

P.M. Session

Report of the Credential Committee

M/S Amber Miller / Jeannine Nguyen

THAT the third report of the Credential Committee be adopted:

79 Accredited Delegates

5 Observers

10 Life Members

5 Guests

Committee Reports

Report of the By-laws Resolutions Committee

Number: B-06-14, Subject: Regional Vice-Presidents (RVP) Participation at Local Annual General Meeting (AGM), Originator: 20001/2/E

BE IT RESOLVED THAT RVP’s report (both verbally and in writing) to each Annual General meeting of the Locals in their jurisdiction.

M/S Don Wilkie / John Jedrasik

The previous Question.

Convention Action: Carried

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Recorded against: Shirley Taylor

Number: B-07-14, Subject: Expenses for members on GSU Business, Originator: 30001/1/E

BE IT RESOLVED THAT regulation 4, #4 be amended to read as follows: Where hotel accommodation is required outside of the member’s headquarters, the expense shall be borne by the union.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Recorded against: Terry-Lynn Flynn

Number: B-03-14, Subject: Alternate for the National Vice President (NVP) responsible for Equity Issues, Originator: 00027/1/E

BE IT RESOLVED THAT: By-law 6, Section 2 be amended to include a new paragraph (c) as follows and that the present paragraph (c) be renamed (d):

Section 2

The National Council shall be composed of:

(c) One Alternate to the National Vice President responsible for Equity portfolio. This individual will not have standing with the National Council except when filling in for the NVP responsible for Equity Issues.

BE IT FURTHER RESOLVED THAT: By-law 8, Section 1 be amended as follows:

By-law 8 – Election of National Officers

Section 1

a) The National President and the three National Vice-Presidents shall be nominated and elected by the delegates in attendance at each regular Triennial National Convention of this Union. Following the election of the NVP responsible for Equity Issues, the delegates shall elect an Alternate NVP responsible for Equity Issues.

BE IT FURTHER RESOLVED THAT By-law 9, Section 2 be amended as follows:

By-law 9 – Vacancies in National Officer Positions

Section 2

In the event of a vacancy in the office of a National Vice-President, the National Council shall elect one of the Regional Vice-Presidents to fill the position of National Vice-President, except when the NVP responsible for the Equity Issues is absent or not available, then the NVP position would be filled by the Alternate NVP for Equity

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: B-04-14, Subject: Alternate for the National Vice-Presidents (NVPs), Originator: 00027/2/E

BE IT RESOLVED THAT By-law 8, Section 1 be amended as follows:

By-law 8 – Election of National Officers

Section 1

- a) The National President and the three National Vice-Presidents shall be nominated and elected by the delegates in attendance at each regular Triennial National Convention of this Union.
- b) After the three NVPs have been elected, three Alternate NVP(s) will be elected by the delegates in attendance. The Alternate NVPs will not hold a position on the National Council, unless they are replacing a National Vice-President.

BE IT FURTHER RESOLVED THAT: By-law 9, Section 2 be amended as follows:

In the event of vacancy in the office of a National Vice-President, the alternate NVP shall fill the position of the vacant NVP position:

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: B-11-14, Subject: NCR - Regional structure - RVP Reduction, Originator: 70019/1/E

BE IT RESOLVED THAT: By-law 6, Section 2 reads as follows: c) 14 Regional Vice-Presidents representing the following jurisdictions:

bullet 6 National Capital Region be changed to three RVP's.

BE IT FURTHER RESOLVED: this change be effective at the next GSU Triennial Convention in 2017.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: B-05-14, Subject: Structure Regional Vice-Presidents (RVP's) Pacific Region, Originator: 20001/1/E

BE IT RESOLVED THAT effective at the 2017 GSU Triennial Convention, Pacific Region will reduce the number of RVPs to one, for the entire Region and;

BE IT FURTHER RESOLVED THAT two alternate RVPs be elected (one from each of the two BC locals)

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: B-08-14, Subject: National Council Election of Alternate NVP's, Originator: 70013/3/E

BE IT RESOLVED THAT: By-law 9, Section 2 is replaced with:

If the National VP position becomes vacant, the delegates who attended the previous National Triennial Convention of the GSU, and who remain in good standing with the component, elect a new NVP in accordance with the provision of By-law.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: B-10-14, Subject: Delegate Entitlement to Triennial Convention, Originator: 70013/10/E

BE IT RESOLVED THAT by-law 12 section 6 be amended to allow:

1-100 members = 1 delegate

101-200 members = 2 delegates

201-300 members = 3 delegates

301-400 members = 4 delegates

401-500 members = 5 delegates

501 plus members = 6 delegates plus an additional delegate for every 100 members or major fraction thereof.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Committee Reports

Report of the Finance Resolutions Committee

Number: F-02-14, Subject: Affiliation with provincial labour federations and district labour councils, Originator: 70013/9/E

The committee divided Resolution F-02-14

Part 1 is the first “Be it resolved that”:

BE IT RESOLVED THAT GSU meet its obligations to solidarity by encouraging its union locals to join their District Labour Council and their Federations of Labour; and

Committee Recommendation: Concurrence

Convention Action: Carried

Number: F-01-14, Subject: Registration Fees for Conventions, Originator: 70013/8/E

BE IT RESOLVED THAT the convention registration fees per delegate be waived for all future conventions

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: F-02-14, Subject: Affiliation with provincial labour federations and district labour councils, Originator: 70013/9/E

The committee divided Resolution F-02-14

Part 2 is the second “Be it Further resolved that”:

BE IT FURTHER RESOLVED THAT GSU fully fund the affiliation dues associated with the costs of District Labour Councils (DLC) for those locals who choose to affiliate with their DLCs.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Number: F-03-14, Subject: Financial Burden, Originator: 80052/7/E

BE IT RESOLVED THAT GSU provides for loss of salary for their members on PSAC business and recover the funds from PSAC.

Committee Recommendation: Non-Concurrence

Convention Action: Carried

Announcement

While waiting for the arrival of Paul Dewar, MP, Sister Lackie requested feedback from the Life Members and the Observers.

Life Members

Phil Robinson: Thanked Sister Lackie for the invitation and stated that it was great to meet his old friends and to have the opportunity to meet new ones.

Bob Graves: Indicated that it was a great Convention. He noted that members have different opinions but stated that it was great to see that debates were respectful.

Pierre Laberge: Stated that Convention delegates were doing excellent work and was happy to have new faces and new ideas. New faces, new ideals, all is great!

Jean-Paul Fortin: Indicated that he was proud to be Life Member of GSU as it is a great Union.

Nadine Lethbridge: Commented that the delegates are engaged. She indicated that she enjoyed meeting new people.

Bill Dennis: Stated that there were great debates and overall, it is a great Convention!

Darly Bean: Thanked Sister Lackie for the invitation and stated that it was a great convention wherein he truly enjoyed meeting new delegates.

Mark Brunell: Stated that it was an honour to be at the Convention working with Sister Lackie. He expressed that it was a great convention and well organized.

Valerie Denesiuk: Indicated that it was great to be at the Convention and to talk to everyone.

Mike Lavery: Stated that he has been involved in the Union since 1981 and this was the first time that all the resolutions were dealt with. He maintained that an amazing job was done by the delegates and that this was a very successful Convention. What an amazing job done by all the delegates. It's a very successful convention.

Bonnie Robichaud: Stated that she was proud to be part of GSU because it is a great Union with great members.

Observers:

Sonia Gagné: Stated that she would like to say thank you to Brother Jean-Paul Fortin for being such a great mentor. She indicated that it was her first time attending convention as an observer and she stated that she is looking forward to be more involved in next Convention as she is aspiring to be a delegate and therefore participate in the debates.

Marie Bean: Stated that it was a great convention. Well done Brothers and Sisters!

Stephen Torng: The first time attending Convention. He stated that it was very interesting and that he is looking forward to get more involved.

Kuldeep Deol: Stated that the Convention was well planned and organized.

Amy Muzzerall: Stated that it was great to be at Convention and learn how business is done. She also indicated that it was a great learning experience.

Marc Rouleau: Indicated that it was his second time attending Convention and that it was great to see everyone engaged and doing great work.

Norman Larivière: Offered a special thank you to Sister Lackie for her support to the Local. Great job.

Guest Speaker, Paul Dewar, MP

Sister Lackie introduced Paul Dewar, Member of Parliament for Ottawa Centre and the Foreign Affairs Critic for the NDP Official Opposition. Paul Dewar was first elected to the Canadian parliament in 2006, was re-elected in 2008 and again won re-election in 2011.

Paul Dewar addressed the Convention delegates and encouraged the delegates to get active and change the Government.

Sister Lackie thanked Paul Dewar for his contribution to the Convention and advised him that a donation would be made in his name to the 'ALS Society'.

The Convention recessed at 4:20 pm until 8:30 am Thursday, September 25, 2014.

Thursday, September 25, 2014

A.M. Session

Call to Order

Sister Donna Lackie called the Convention to order at 9:05 a.m. on Thursday September 25, 2014.

Announcement

Sister Lackie introduced guests observing convention, Robyn Benson, PSAC National President, Larry Rousseau, PSAC NCR Regional Executive Vice-President, Bob Campbell, National President of Union of Taxation Employees, Yvan Thauvette, National President Union of Veteran's Affairs Employee, Kim Cole, National Executive Vice-President, Union of Veteran's Affairs Employee and John MacLennan, National President, Union of National Defense.

Report of the Credential Committee

M/S Amber Miller / Jeannine Nguyen

THAT the fifth report of the Credential Committee be adopted:

80 Accredited Delegates

5 Observers

10 Life Members

5 Guests

Sister Diane George, Local 70707 replaced Brother Aryn Keshavjee. Sister George is now the delegate. They are both from the same Local.

MOTION CARRIED.

Sister Lackie introduced Brother Chris Aylward, PSAC National Vice-President and Chairperson of the Election. Brother Aylward assumed the Chair (9:10 a.m.) and explained the election procedures. He informed the floor that GSU will be conducting the election using an electronic device. Brother Aylward also reminded the floor that Convention passed resolution B-09-14 which states: *'that the National Vice-Presidents positions will be elected separately, starting with the NVP Equity position'*. Brother Aylward also stated that accommodation would be provided to members with special needs.

Election of the National President

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

Donna Lackie nominated by Jack Gale and seconded by Martine Babcook.

Bruce Roy nominated by John Jedrasik and seconded by Marc Imbeault

Samir Moussa nominated by Greg McGillis and seconded by Gilles Pagé

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

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

Results of the Elections for National President

Number of ballots cast: 79

Number of ballots spoiled: 0

Majority needed: 40

Number of votes received:

Donna Lackie 54

Bruce Roy 24

Samir Moussa 1

Brother Chris Aylward declared Sister Donna Lackie as GSU National President.

Election of the National Vice-President - Equity

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

Lori Walton nominated by Peter Millman and seconded by Sue Soubra

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

Brother Chris Aylward declared Sister Lori Walton elected by acclamation as GSU National Vice-President, Equity. Sister Walton thanked the delegates for their 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:

Jack Gale nominated by Nicole Rousseau and seconded by Dave Thomson

Bob Cameron nominated by Kelly Bush and seconded by Janice Schauer

Martine Babcook nominated by Terry Lynn Flynn and seconded by Alain Courcelles

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

Results of the Elections for National Vice-Presidents (First Ballot)

Number of ballots cast: 78

Number of ballots spoiled: 0

Majority needed: 40

Number of votes received:

Jack Gale	39
Bob Cameron	24
Martine Babcook	15

As a simple majority was not achieved, a second ballot was conducted. Sister Babcook received the least number of votes, therefore she was eliminated as a potential candidate.

Results of the Elections for National Vice-Presidents (Second Ballot)

Number of ballots cast:	79
Number of ballots spoiled:	0
Majority needed:	40

Number of votes received:

Jack Gale	52
Bob Cameron	27

Brother Chris Aylward declared Brother Jack Gale as GSU National Vice-President.

Election of the National Vice-Presidents (Second position)

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

- Bob Cameron** nominated by Kelly Bush and seconded by Janice Schauer
- Martine Babcook** nominated by Terry-Lynn Flynn and seconded by Alain Courcelles

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

Number of ballots cast:	77
Number of ballots spoiled:	0
Majority needed:	40

Number of votes received:

Bob Cameron	45
Martine Babcook	32

Brother Chris Aylward declared Brother Bob Cameron as GSU National Vice-President.

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:

Pacific Region:	Sister Valerie Denesiuk
Western Region:	Brother Phil Robinson
Ontario Region:	Brother Daryl Bean
National Capital Region:	Brother Mark Brunell
Quebec Region:	Brother Jean-Paul Fortin
Atlantic Region:	Brother Chris Aylward

Results of Elections for Regional Vice-Presidents

Regional Vice-Presidents, National Capital Region

Greg McGillis – PSAC Convention delegate
Ron Le Blanc
Amber Miller
Daniel Charron

Alternate Regional Vice-Presidents, National Capital Region

John Jedrasik
Marc Imbeault
2 vacant alternate position

Regional Vice-Presidents, Atlantic

Randy Howard – New-Brunswick, PEI – PSAC Convention Delegate
Bill Walsh – Nfld and Labrador
Vacant – Nova Scotia

Alternate Regional Vice-Presidents, Atlantic

Russel Carter – New Brunswick, PEI
Gary Byrne – Nfld And Labrador

Regional Vice-President, Quebec

Louis Cotte – West – PSAC Convention Delegate
Mélanie Hamel - East

Alternate Regional Vice-President, Quebec

Marc Robidoux - East
Michèle Parent - West

Regional Vice-Presidents, Ontario

Dave Thomson – PSAC Convention Delegate

Dave Cunning

Alternate Regional Vice-Presidents, Ontario

Luigi Reda

Kamla Ishmael

Regional Vice-Presidents, Western

Martine Babcock – Alberta, NWT, Nunavut – PSAC Convention Delegate

Alain Courcelles – Saskatchewan, Manitoba

Alternate Regional Vice-Presidents, Western

Terry-Lynn Flynn – Alberta, NWT, Nunavut

Sheldon Jacobs – Saskatchewan, Manitoba

Regional Vice-presidents, Pacific

Dale Blandford – Rest of BC and Yukon -PSAC Convention Delegate

Linda Harding – Lower BC Mainland and Vancouver

Alternate Regional Vice-Presidents, Pacific

Reni Stein – Rest of BC and Yukon

Bill Fleming – Lower BC Mainland and Vancouver

Election of GSU Delegates to the PSAC Convention

GSU delegates to the PSAC Convention will be:

- The Component President is automatically a PSAC 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 Triennial Convention.
- Six Regional Vice-Presidents to be elected from Regional Caucuses.
- Seven delegates elected from the plenary floor of the Convention.
- Alternate delegates shall be the delegates with the next highest number of votes received.

The following delegates were nominated as GSU Delegates from the plenary floor to the PSAC Triennial Convention in 2015.

Marc Imbeault nominated by John Jedrasik and seconded by Ron Le Blanc

Linda Harding nominated by Jack Gale and seconded by Bill Fleming

Alain Courcelles nominated by Terry-Lynn Flynn and seconded by Andrew Ellsworth

Daniel Charron nominated by Jim McQuaid and seconded by Greg McGillis

Isabelle Charette	nominated by Marc Robidoux and seconded by Mélanie Hamel
Luigi Reda	nominated by Kamla Ishamel and seconded by David Cunning
Michèle Parent	nominated by Louis Cotte and seconded by Lyne Laflamme
Jim McQuaid	nominated by Greg McGillis and seconded by Jean Boulay
Kamla Ishmael	nominated by Luigi Reda and seconded by David Cunning
Lyne Laflamme	nominated by Michèle Parent and seconded by Louis Cotte
Ian Leblanc	nominated by Ron Le Blanc and seconded by François Laroche
Russel Carter	nominated by Randy Howard and seconded by Lisa Babin
Sue Soubra	nominated by Dave Thomson and seconded by Luigi Reda
Marc Robidoux	nominated by Mélanie Hamel and seconded by Isabelle Charette

Results of the Ballot for GSU Delegates to the PSAC Triennial Convention in 2015

Number of ballots cast:	67
Number of ballots spoiled:	0
Marc Imbeault	7
Linda Harding	5
Alain Courcelles	10
Daniel Charron	8
Isabelle Charette	0
Luigi Reda	2
Michèle Parent	4
Jim McQuaid	3
Kamla Ishmael	2
Lyne Laflamme	0
Ian Leblanc	3
Russel Carter	16
Sue Soubra	1
Marc Robidoux	6

Brother Aylward declared that the seven elected GSU Delegates to attend the PSAC Convention are: Russel Carter, Alain Courcelles, Daniel Charron, Marc Imbeault, Marc Robidoux, Linda Harding and Michèle Parent.

Results of the Ballot for GSU Alternates Delegates to the PSAC Triennial Convention in 2015

Number of ballots cast:	66
Number of ballots spoiled:	0
Isabelle Charette	7
Luigi Reda	13
Jim McQuaid	7
Kamla Ishmael	5
Lyne Laflamme	6
Ian Leblanc	9
Sue Soubra	19

Brother Aylward declared that the GSU Alternates Delegates to the PSAC Convention are:

1st Alternate: Sue Soubra

2nd Alternate: Luigi Reda

3rd Alternate: Ian LeBlanc.

Due to a tie, a second ballot was conducted.

Results of the Ballot for GSU Alternates Delegates to the PSAC Triennial Convention in 2015 (Second Ballot)

Number of ballots cast:	64
Number of ballots spoiled:	0
Isabelle Charette	13
Jim McQuaid	24
Kamla Ishmael	18
Lyne Laflamme	9

Brother Aylward declared that the GSU Alternates Delegates to the PSAC Convention are:

4th Alternate: Jim McQuaid

5th Alternate: Kamla Ishmael

6th Alternate: Isabelle Charette

7th Alternate: Lyne Laflamme

Oath of Office

Brother Aylward administered the Oath of Office to the newly elected officers.

Sister Lackie resumed the chair at 12:45 p.m. She thanked Brother Aylward for conducting the elections. Sister Lackie acknowledged Sister Michelle Little who will be retiring and thanked her for her support and dedication over the years.

Point of Privilege

Sister Little thanked National Council and the Local Presidents for their dedication and hard work over the years and wished them all the best. She indicated that it has been an honour working with everyone.

Announcement

Sister Lackie reminded National Council that a meeting will be held at 2:30 p.m.

Sister Lackie indicated that this is the first time in the history of GSU that all convention business was dealt with. Sister Lackie stated that she is very proud of this accomplishment. She thanked the staff, National Council and all of the delegates for their dedication and hard work at this Convention.

Adjournment of Convention

M/S Michelle Little / Amber Miller

The Convention adjourned at 1:00 p.m.

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Appendix 'A' – Delegates / Observers – Alternates / Life Members

Status / Statut	Name / Nom	Local /Section locale
Delegates / Déléguées / Délégués		
	Lackie Donna	NC / CN
	Charron Daniel	NC / CN
	Cameron Bob	NC / CN
	Gale Jack	NC / CN
	Babcook Martine	NC / CN
	Cotte Louis	NC / CN
	Cunning David	NC / CN
	Hamel Mélanie	NC / CN
	Little Michelle	NC / CN
	Rousseau Nicole	NC / CN
	Sauvé Alex	NC / CN (Regrets)
	Simard Michelle	NC / CN
	Stein Reni	NC / CN
	Taylor Shirley	NC / CN
	Thomson Dave	NC / CN
	Walsh Bill	NC / CN
	Walton Lori	NC / CN
	Wilkie Don	NC / CN
	Reda Luigi	00026
	Ishmael Kamla	00027
	Soubra Souad (Sue)	00027
	Bannon Debi	00031
	Beauregard Linda	10011
	Gignac Barbara	10011
	Charette Isabelle	10060
	Robidoux Marc	10060
	Parent Michèle	10161
	Blandford Dale	20001
	Harding Linda	20008
	Pleming Bill	20008

Status / Statut	Name / Nom	Local /Section locale
Delegates / Déléguées / Délégués		
	Flynn	Terry-Lynn 30001
	Goulet	Bonnie 30001
	Nguyen	Jeannine 30401
	Jacobs	Sheldon 40007
	Laurin	Beverley 50002
	Courcelles	Alain 50057
	Ellsworth	Andrew 50057
	Staub	Ken 50058
	Lomax	Sandra 60007
	Carter	Russel 60009
	Andrews	Donald 60011
	Millman	Peter 60011
	Brideau	Jean-Marie 60018
	Howard	Randy 60018
	Lane	Edward 60018
	Ares	Marie-Philippe 70013
	Bougie	Louise 70013
	Husson	Alana 70013
	Jedrasik	John 70013
	Mousseau	Marc 70013
	Pagé	Gilles 70013
	Roy	Bruce 70013
	Colterman	Steve 70013
	Boulay	Jean 70017
	McGillis	Greg 70017
	McQuaid	Jim 70017
	Hasler	Erich 70019
	Lancaster	Steve 70019
	Mercier	Monica 70019
	Miller	Amber 70019
	Moussa	Samir 70019
	Ouellet	Joan 70019

Delegates / Déléguées / Délégués

Schauer	Janice	70019
Stimpson	Alex	70019
Maheux	Michel	70020
Nitschmann	Frank	70023
Christie	Amy	70024
Raby	Pascal	70024
Robillard	Matthew	70024
Imbeault	Marc	70055
Leblanc	Ian	70055
Laroche	François	70707
Marin-Lazarescu	Mihaela	70707
Bush	Kelly	80052
Drozdowski	Anthony	80052
Byrne	Gary	90011
Gallant	Matthew	90031

Life Member / Membres à vie

Bean	Daryl
Brunell	Mark
Denesiuk	Valerie
Dennis	Bill
Fortin	Jean-Paul
Graves	Bob
Laberge	Pierre
Lavery	Michael
Lethbridge	Nadine
Martin	Mike
Robichaud	Bonnie
Robinson	Phillip

Observer / Observatrices et Observateurs

Cholette	Sylvain	00027
Kayembe	Landry	00027
Deol	Kuldeep	20001
Torng	Stephen	20008
Gagné	Sonia	10060
Laflamme	Lyne	10161
Muzzerall	Amy	60011
Brideau	Jean-Marie	60018
Bouchard	Viviane	70013
Peters	Wanda	70013
Côté	André	70015
Donegani	Christine	70015 (Absent)
Larivière	Norman	70023
Rouleau	Marc	70023
LeBlanc	Ron	70055

Guests / Invitées et Invités

Benson Robyn	PSAC NP / PN AFPC
Aylward Chris	PSAC NEVP / VPEN AFPC
Rousseau Larry	REVP NCR / VPER RCN
Palmater Candy	Comedian / Comédienne
Dewar Paul	MP / Député Ottawa Centre
Turmel Nycole	MP / Députée Hull-Aylmer
Pitre Stephen	UnionWare / UnionWare
Webb Stephen	Webmaster / Webmestre

Alternates / Suppléantes et Suppléants

Richards Liz	30001
St-Arnaud Alain	60011
MacDonald Duane	60011
Bolduc Gilles	70013
Zarraga François	70013
Busby Julie-Ann	70017
Bassam Azzi	70019
Desormeaux Denis	70019
Tondreau Michel	70019
George Diane	70707
Keshavjee Aryn	70707

Appendix 'B' – Convention 2014 Agenda, Delta Ottawa City Centre

Tuesday, September 23, 2014

7:30 -9:00	Continental Breakfast and Registration	Ballroom Foyer
8:00 - 8:45	Convention Training for 1 st time delegates	Ballroom A&B
9:00	Call to Order	
	Aboriginal Opening	
	O Canada and Solidarity Forever	
	Introductions and Announcements	
	Host Committee	
	<ul style="list-style-type: none"> ▪ Robyn Benson - President of the PSAC ▪ Larry Rousseau - PSAC Regional Executive Vice President for the NCR ▪ Presentation to John Jedrasik 	
	First report of the Credentials Committee	
	Adoption of Rules of Order	
	Adoption of Convention Agenda	
	GSU Honour Call	
	Ratification of Appointments to Convention Committees	
	Guest Speaker - Nycole Turmel	
	Chair of the Nominations Committee	
	Announcements	
12:00	Lunch	Ballroom C
1:00	Address by GSU President Donna Lackie	
1:45	Ratification of Regulations and Policies adopted by National Council	
1:50	Website presentation	
	Unionware presentation	
2:30	Second Report of the Credentials Committee	
	General Session- Committee Reports - Finance	
5:00	Recess of Session and Announcements	
5:30 – 7:00	All Candidate Forum	Ballroom A&B

Wednesday, September 24, 2014

8:00	Continental Breakfast	Ballroom Foyer
9:15	Call to order and Announcements	Ballroom A&B
9:30	Guest Speaker - Candy Palmater	
10:30	Third Report of the Credentials Committee	
	General Session- Committee Reports	
12:00	Group Lunch	Ballroom C
1:00	Fourth Report of the Credentials Committee	
	General Session – Committee Reports	
4:30	Paul Dewar- NDP Ottawa Center	
5:00	Recess of Session and Announcements	
6:30	Cocktails (Beer, Wine & Soft Drinks)	Ballroom C
7:00	Banquet and Dance	

Thursday, September 25, 2014

7:30	Continental Breakfast	Ballroom Foyer
8:30	Call to Order and Announcements	Ballroom A&B
	Fifth Report of the Credentials Committee	
	GSU Elected Officer Accountability Accord	
	Election of Officers – Chris Alyward, Chairperson	
	Introduction to Electronic Voting	
	Report of the Nominations Committee	
	Elections:	
	▪ Election for National President	
	▪ Election for NVP, Equity position	
	▪ Election for two NVP positions	
	▪ Caucus Elections for RVP	
	▪ Elections of Delegates to the 2015 PSAC Convention	
	▪ Oath of Office	
12:30	Adjournment	
14:30	First Meeting of the new National Council	Convention Level

Appendix 'C' – Reports of the GSU National Officers

Report of the National President, Donna Lackie, GSU Convention - September 2014, Ottawa

To GSU Convention, September 2014, Ottawa

In accordance with Government Services Union By-laws, I hereby submit my report.

I will report as required by our By-laws and include a series of additional comments on a range of matters.

During my opening address to convention, I will include additional topics of concern, and political matters having impact on GSU.

Membership

Currently there are 7600 members, of which 852 are Rand members.

We have 5,757 members in the PA group- Treasury Board Program and Administration Group, 377 in Operational, 613 in Technical, and 8 in Education and Library Science; of these 5,678 are employed at Public Works and Government Services Canada, 1,077 are employed at Shared Services Canada.

Royal Canadian Mint, both in Winnipeg and Ottawa totals 730 members. Metcalfe Realty has 6 members.

Currently our membership is represented by 54.9% AS group which is GSU's largest member group. The Royal Canadian Mint's membership has increased by 11%.

GSU's membership is represented by 5,118 women, 2,373 men; 5,073 anglophones and 2,418 francophones.

We continue to grow even under the current Conservative political attacks on our public services. In 2015-2016 we anticipate an additional 200 members to be added in the last round of hiring in the Miramichi Pay Center. As a PSAC component, GSU has only experienced slight impacts by both the Deficit Reduction Action Plan and Strategic Reviews, and we have managed through the GSU Work Force Adjustment Committee to support our members and to assist them in sustaining their employment.

Finances

GSU is in a solid financial position and has completed this 3 year cycle with a surplus, resulting in our reporting to convention a "no dues" increase to our members.

The proposed budget for 2015-17 will continue to allocate the funding necessary in support of GSU's focus on education and Local Development over the next 3 years.

I worked hard with the PSAC to defend GSU's right to secure new members from both Shared Services Canada and the Miramichi Pay Center. These new GSU members resulted in a financial surplus in 2013. This then enabled GSU to assist with sending GSU National Council and Local Officers to attend their PSAC Regional Conventions in 2014.

Sound financial stewardship is the cornerstone of GSU's commitment to our members; we will ensure the appropriate oversight and management of our member's dues.

GSU National Office

The GSU National office has been through recent changes in staff both with retirements and changes in personnel. And while change can be challenging, it is also an opportunity to re-introduce new life and ideas into a workplace. GSU was very fortunate to secure the support of former members to bring their strong union activism to GSU.

Sister Stephanie Ehler is now the Representation administration support, Sister Jennifer York is the new Technology Assistant, Brother Bob Haywood is the new Special Advisor to the National President, and Sister Claudine Martel is acting in the position of Receptionist.

Brother Bob Haywood comes to GSU from his former PSAC position in Iqaluit working in the PSAC Northern Office. Brother Haywood has many years of experience working for the PSAC and he has been an immense support to the GSU National office, National Council, Local Presidents and our members.

It is an immense honour for me to work each day with the GSU National Office Staff, their commitment in support of our GSU members cannot be overstated. I watch each and every one of them demonstrate commitment to our members, commitment to the PSAC and commitment to each and every elected officer of GSU.

GSU Representation led by Brother Craig Spencer along with Sister Paulette Michon-Hamelin and Sister Stephanie Ehler provide representation, advice and guidance for GSU members each and every day. The tireless work of representing very complicated cases is performed by this dedicated team and I am very proud to work with them.

Sister Gail Peck has always maintained and supported the financial budgets passed by each GSU convention, she has provided financial support and guidance for many years to GSU. I am aware that Sister Peck is preparing to enter retirement in the near future and she will be instrumental in assisting the process to hire and transition into place a new GSU Financial Officer.

Sister Maria Thomas is the Administrative Assistant to the National President and has been with GSU for many years. Most GSU elected officers will also recognize Maria for her work at this year's GSU Convention which is a new role for her and one that she has performed in her usual professional manner. Sister Thomas is vital to the work that I do every day, and it is an honour to have her dedication in support of my work.

GSU National Council

I am proud to say that since our GSU Convention of 2011, GSU's National Council has experienced only a few changes in our composition. The continued dedication of National Council in support of the locals in their regions has provided support to our members across the country.

GSU National Council has met 4 times, and teleconferenced twice. All minutes of GSU National Council are available on the GSU website and I invite you to take the time to look them over. Unfortunately the minutes do not reflect the training that was delivered to the Council and their participation in it.

GSU National Council has provided direction and support to the many committees both internal and external to GSU. Most of National Council sits on Regional Labour Management committees, Regional Health and Safety Committees and GSU branch consultation committees.

Locals

Currently, GSU has 34 Locals, with one local inactive-Metcalf Realty.

With an increase in members over these last three years, we saw two new locals developed in support our new members. Local 70017 is a Shared Services Canada Local in the National Capital Region with 605 members, as well, Local 60011 in Miramichi with 253 members.

Both of these locals will continue to grow, in particular the Miramichi Local as they continue to hire and train Pay and Compensation advisors in support of the federal government's new pay modernization.

Local President's conferences were held in Winnipeg (2013) and Quebec City in (2012).

I have attended 30 different local AGMs over the last three years. Local Presidents/RVP meetings, PSAC Regional conventions have been supported by myself or the National Vice Presidents and Regional Vice Presidents.

GSU continues to work with the PSAC in the regions to ensure the locals are provided with training to support their locals/members and elected officers.

Consultation

GSU consults on a vast number of employer issues, health and safety, security, conditions of employment, pay modernization.

The suite of assigned portfolios held by the three National Vice Presidents and the Regional Vice Presidents speaks to the engaged and consultative process currently supported. I will refer you to their individual reports for specific details of their many branch consultations.

Over the past three years, GSU National Vice Presidents and myself have become even more engaged in our consultative roles across all three employer groups. Active participation in branch business lines, engaged dialogue on new initiatives, recognition as a stakeholder in matters affecting our members, have all lead to a new relationship with our three major employees.

As did Brother Brunell before me, I also signed the Union Recognition document between PWGSC and GSU. This document supports the recognition of both parties of the commitment that GSU officers bring to the workplace in support of our members. Currently this same document is in discussion with Shared Services Canada and the Royal Canadian Mint to also recognize and adopt these practices.

Collective Bargaining

We have now commenced collective bargaining on behalf of all GSU members. Treasury Board – Public Works and Government Services Canada, Shared Services Canada as well as the Royal Canadian Mint.

I am proud to say that GSU has a member on the PA negotiating team –Sister Kelly Bush, and on the SV team-Brother Frank Nitschmann. These teams have now met with the employer and the long and complicated task of negotiations is underway.

As we are all aware, these employers have indicated that they want to make major changes to our negotiated rights for sick leave, a bargained right that we have had enshrined in our collective agreements our entire careers. We will not be selling our sick leave rights and our teams are prepared to enhance these provisions not bargain them away.

I want to encourage each and every member of Government Services Union to send words of encouragement to our bargaining teams and to support all future political action calls.

PSAC Representation

As of this date, I represent GSU on NBoD, PSAC Holdings, Roles and Responsibilities, Health and Safety, National Call Centers, NJC-Joint Employment Equity Committee, Strike Fund, Transformation of Pay Modernization Committee, and a variety of ad hoc committees directed by the National President of the PSAC.

GSU National and Local officers represent GSU in their Regional Councils, Area Councils and provincial Federations of Labour.

National Council Recommendations

GSU By-law 7.1(d) prescribes the need for the National President's report to convention "to include recommendations which the National Council deems necessary to meet the continuing aims and objectives of this Union"

National Council worked hard over these last three years, and with the aggressive actions of the Conservative government in its attempt to intervene in the unions business, National Council had to make difficult financial accountability decisions. And while some of these decisions may be met with resistance by some of our locals, it is imperative that National Council protect both the locals and the component against any attacks by the Conservative Government.

This National Council has been proactive in its efforts to prepare GSU for any and all changes to financial accountability, as an attack on one of our locals is an attack on GSU and realistically, the PSAC as well.

There are other recommendations and updates that I will provide during my opening address to convention.

In Closing:

It has been an absolute pleasure and an honour working for all of you these last 3 years. Each and every day brings with it a new set of challenges and issues but the work is extraordinarily rewarding both personally and professionally and has given

me the opportunity to work closely with members of the National Council and the Local Presidents.

To the GSU staff... I thank you for your patience and support of me every day as we work together to represent our members.

To my three NVP Brothers....Jack, Bob and Dan, thank you for trusting me and supporting me these last three years. It is an honour to work with each of you and I consider you all true friends. Our GSU members have been provided with an amazing level of service by all three of you.

To National Council....Each of you have supported your locals, represented GSU members, and consulted with the employers and our members should be proud of your dedication.

And finally...

To my partner Shirley Russell.... Thank you for allowing me the freedom to completely dedicate myself to GSU these last three years, and for your ongoing support for the next three years as I complete the work that I have started at GSU. It takes a lot of patience to be the partner of a union activist and you have been amazing

Respectfully submitted,

Donna Lackie

National President

Government Services Union, PSAC

8 September 2014

Report of the National Vice-president, Jack Gale to GSU Convention 2014

I am honoured to submit my report of activities over the past three years, when we last convened in Toronto. These past three years have taught me a lot and I have certainly gained a greater respect of those who came before me.

While this position of National Vice-president has us doing a myriad of tasks as assigned by the President, my report will focus mainly on the following Workforce Adjustment; Collective Bargaining; Real Property Consultation and Shared Services Canada Consultation.

Workforce Adjustment

I represent you on the PWGSC National WFA Committee where I sit as a Co-chair. I would like to acknowledge Sister Shirley Taylor and Sister Nicole Rousseau as they have both sat on the Committee over the past 3 years.

Thank you as well to Sister Laura Griffin, who sat on the Committee, until her retirement last year.

I would like to acknowledge the Regional WFA Reps.

Sister Lori Walton (Atlantic); Sister Mélanie Hamel (Quebec); Sister Shirley Taylor (NCR);

Brother David Cunning (Ontario); Sister Martine Babcook (Western); Sister Michelle Simard (Pacific)

While the above members were the Regional leads for WFA, over the last 3 years I have spoken to every RVP in the country regarding specific WFA cases in their jurisdiction. I wish to commend the entire Council and Local Presidents for their commitment and positive attitude as we were faced with the various WFA cases.

While one job lost to WFA is too many, when we look at other Departments and other Components, I can safely say that during the last three years were (to use the old vernacular) "Less Affected." I say this because we had just over 300 members impacted by WFA, and of those only a few did not secure employment within the Federal Government.

I would like to acknowledge in particular, one area that was heavily impacted by WFA. The Dartmouth Print Centre (where we had 25 members working) was closed in the fall 2012. Thanks to the commitment of Sister's Lori Walton, Stephanie Ehler and Gloria Mannette, the majority of our members, who wished to stay employed, were able to do so. While I mentioned Dartmouth, I know that all across the country, whether it was the restructuring due to the Financial Management Framework, or other business lines being reduced, the work being done at the Local, Regional and National levels of GSU has greatly reduced the negative impact on our members' lives and I thank you for that.

Even though we have heard that the majority of the DRAP targets have been achieved, we need to stay ever vigilant with our employers as it pertains to WFA. If you do not have a WFA Committee in your Region/Local, I would strongly encourage you to have this as a standing item at your Labour Management Consultation Meeting.

We do know that our Compensation Advisors across the country will be facing a WFA situation when the remainder of the jobs are transferred to Miramichi in 2015/16. This is a good news/bad news situation for GSU. While it is true that we are gaining new members at the Pay Centre, we will have to ensure the needs of our current Compensation Advisors are met. While on this subject, I want to recognize and thank our Compensation Advisor Community. This is a committed dedicated and professional group that continues to provide excellent service to our members, that is second to none....all this amid the sunset to their employment that is hanging over their heads. These members deserve our thanks, for a job well done.

We also have some members in Matane that are facing an uncertain future with PWGSC. We will need to be there to support these members, as we have in the past. Thank you to Sister Hamel and Brother Robidoux for your continuing support of these members in Matane.

PWGSC has a Divestiture order for their Engineering Assets which, would have a huge impact for our members at the Burlington Lift Bridge, Lasalle Causeway, St. Andrew's Lock and Dam and the Alaska Highway.

Another Engineering Asset, the Esquimalt Graving Dock, where we have approximately 50 members, also faces an uncertain future, and if there is a change in governance for EGD, all of our members there could be facing a WFA situation.

Fortunately for our members at the Royal Canadian Mint and Shared Services Canada, we are not facing WFA at this time.

I will commit to you that GSU, at the National Level, will continue to place employment continuity for our members as our number one priority.

Thank you to Sister Lackie for entrusting me with this portfolio and her ongoing commitment and determination to see that our members are well represented at all levels.

GSU Collective Bargaining Committee

During this past Convention cycle, we have concluded negotiations for one of the TB tables (TC group), and no sooner did that happen, we were back at it with all of the TB tables, as well as negotiations for our members at the Royal Canadian Mint (RCM).

Before going further I wish to acknowledge the contribution of our GSU Collective Bargaining Committee and their excellent contributions:

Sister Nicole Rousseau - RVP NCR

Sister Kelly Bush – President Local 80052

Brother Frank Nitschmann President Local 70023

Brother Bill Walsh - RVP Atlantic

I also want to acknowledge the great work of our GSU National Office staff in assisting our Committee.

GSU represents members at the Royal Canadian Mint; Metcalfe Realty; and four tables with Treasury Board (PA; SV; TC and EB groups)

Convention Proceedings

Last year our committee distributed a call for bargaining input to all of our TB Locals as well as to the RCM. Once we received the input from the Locals, the Committee convened in Ottawa to review the Local bargaining proposals, establish GSU priorities and forward the package on to the PSAC. Our committee met on two occasions (once for the RCM and once for TB). I am extremely proud of the commitment and effort of our team.

That was the easy work. Now it is time for all of the Locals and the entire membership to help with the heavy lifting. This round of bargaining will be one the PSAC's toughest challenges that we have faced in many years and we will need all of our members to support our negotiating teams.

Following the input to the PSAC the RCM Locals had an initial Bargaining Committee meeting in Winnipeg last February (2014) to prioritize and review the demands going forward.

Thank you to following RCM members who were elected to represent their respective members at negotiations:

Brothers Alain Courcelles & Kelly Votto - Local 50057 Winnipeg

Brothers Mathew Robillard and Daniel Charron Local 70024 Ottawa.

Negotiations for this group are planned to resume in the Fall of 2014

Also in February of 2014 the TB held a National Bargaining Conference in Ottawa. GSU had a strong showing with 17 delegates, from across the country, representing the EB; TC; SV and PA members. Prior to the Bargaining Conference GSU held a one day session for all of our Conference delegates. The meeting was an opportunity for our delegates to convene and briefly discuss some of the issues we were facing, specific table demands, and what to expect from the Conference. This meeting was the first of its kind held by GSU and we plan on building on the success of this meeting and will recommend that the incoming Council consider a similar, yet expanded event for the future.

Congratulations to Sister Bush and Brother Nitschmann on your election to your respective negotiating teams. GSU will be well-served by these two members.

Negotiations for all of the TB tables resumed the second week of July, with further dates scheduled throughout the fall/winter.

Please refer to the GSU and PSAC websites for further Bargaining information.

PWGSC Consultation

The following is a summary of the National Committees, within PWGSC that I have been appointed to, as a GSU Rep over the past 3 years

NLMCC; NHSPC / NHSPC Safety Policy Working Groups; Real Property Consultation; Employee Performance Management Working Group; National Workforce Adjustment Committee.

Real Property Branch National Consultation

During the last three years to say that consultation with PWGSC's largest Branch has been a challenge, is a huge understatement. I am happy to report that I think we have turned the corner and have, as of late, been engaging in more meaningful dialogue with this Branch. While we will take ownership of the fact that where this Branch had historically set the bar for Consultation, they are now one of our biggest challenges. Admittedly, the Branch has been somewhat "pre-occupied" over the past 4 years, but this did not stop them from forging ahead with the RP1 and RP2 initiatives, while at the same time continuing the divestiture of many on the Engineering Assets.

We have continually tried, at the National Level, to keep the Branch on track with Work Descriptions and thanks to the work of Sister Monica Mercier, and her Local, there has been progress on this initiative in the NCR.

What we have been promoting over the past 3 years is: that even though consultation at National level was at times weak, we needed (at the Regional and Local levels) to keep RP Consultation on the front burner. To this end, I wish to thank the RVP's in the respective Regions for continuing to raise RP issues at your level.

Although the format of Consultation at the National level has changed, I believe that our Regions have been successful in dealing with the issues of the day, specifically, I am referring to dialogue around the RP1 initiative as it pertains to our members.

Shares Service Canada Consultation

Since our last Convention GSU now represents all of the PSAC members within Shared Services Canada (SSC). And while it has been great to have new members, from 43 former Departments, this has been at times quite challenging. Even though the Department is now 2 years old, I can safely say they are still in early stages when it comes to the principles of Consultation.

Through the leadership of Sister Lackie we have been working well with the other Bargaining Agents and we look forward to the rollout of SSC Regional Labour Management Consultation Committees this Fall.

In closing, I wish to thank GSU National Council and our Local Representatives, from across the country for their support, advice, and guidance over the past three years.

Our GSU National Office staff is second to none. Each day, I work with one or several staff members and I always appreciate their professionalism, cooperation and commitment to our members. Thank you from the bottom of my heart.

Thank you to my colleague National Vice President's Bob and Daniel. I admire your passion and commitment to our members.

To my friend, colleague, mentor and our leader, Donna - words cannot describe my sense of pride in having you as our National President. You raise the bar and challenge each of us to reach higher. Each day you demonstrate how to be a leader with compassion and caring. Thank you!

Last but definitely not least – I want to acknowledge my family.

I am very fortunate to have a daughter and a son who have become wonderful human beings. I could not be more proud of them.

There is no greater commitment that we could ask for than that of our spouse or partner. I am truly blessed to have the support of my wife, Noreen. She continues to stand by me, support and encourage me...yet all the while keeping me in line. Without her, I am nothing. Next week we will be celebrating our 30th anniversary, so please don't pinch me – I do not want this dream to end!! Thank you Nor.

Respectfully submitted,

Jack Gale

National Vice-president

Government Services Union.

***Report of the National Vice-president, Robert Cameron to GSU
Convention 2014***

As I prepare my report to address the activities covered over a three year span as your National Vice President, I can confidently say the time has been a proving ground for most of us in representing our membership with the employers and accountability within GSU. Over this same period, there have been many instances of business change, with in PWGSC in particular that found us challenging the employer to improve on early consultation and collaboration with us for the benefit of the workplace. Continued assurances of employment throughout these anticipated changes were a constant dialogue.

During my three years I have had the opportunity to represent the membership as chair and co-chair on the following National Branch and GSU internal committees:

PWGSC

Information Technology Services Branch, Acquisitions Branch, National Print Production Centre, National Health and Safety Policy Committee (1 year committee member)

GSU Internal Committees

Communication Committee, Standing Discipline Investigation Committee,
Finance Review Committee

I would like to provide you with highlights of the committee work that has taken place over this period of time with examples of progress made through consultation. These collaborative efforts could not have been achieved without the help of my union colleagues and support of GSU staff. For additional details to joint consultation please visit the GSU website.

GSU / ITSB Consultation

The consultation with ITSB over these last three years has been a matter of regrouping and refocusing on current matters in the workplace along with a shift in priorities since the creation of Shared Services Canada (SSC). This also included a new CIO, Pierre Boucher, formerly with Treasury Board. Mr. Boucher is the architect for common services business approach such as SSC and Pay Transformation. Our consultation was postponed on several occasions, while Mr. Boucher developed strategic business planning that included many directorates changing hands leaving it virtually impossible to build a timely consultation and get the employer to the table. The Branch is making itself invaluable government wide as it continues to development additional common service applications and services. Sister Shirley Taylor has only recently agreed to sit in on these meetings and collaborate with me on the strategies for these meetings. I would like to thank Sister Taylor for her enthusiasm shown in representing our members in these consultations.

National Print Production Centre / GSU Consultation

Operations of the print production centres in both Winnipeg and Quebec City continue with little reduction in volume of printed pieces and in fact since 1998 to late 2013, the production went from approximately 78 million down to 71 million pieces despite the government's efforts behind the Direct Deposit Campaign. Over the past 24 months pilot projects were introduced such as Archiving in Quebec City and Imaging in Winnipeg. These projects should be ramping up to show their true potential as additional business opportunity along with the quality of services our members can provide. The consultation has improved in delivering the right agenda and representation from GSU Locals and RVPs, because of the supportive strategy GSU committee members bring to meetings. It demonstrates our knowledge and experience concerning the business of NPPC.

I would like to take this opportunity to thank GSU committee members Sister Melanie Hamel, Brother Don Wilkie, Sister Lisa Belanger and Brother Calyn Goodchild, for their continued support in providing the elements and strategy of effective consultation to the National Print Production Centre portfolio.

GSU / Acquisitions Branch Consultation

After three years of consultation with Acquisitions Branch I would have to say this Branch has set the bar in how to prepare meetings and consult with the Union and they have maintained it. During this time they have been tasked with how to sustain their business lines, develop new procurement strategies and absorb business opportunity such as Shared Travel Service. With Shared Travel Service, it has been a positive move that should see an increase in employment and in particular, new GSU members. During consultation we have promoted the opportunity to regionalize some of these new positions and have prepared ourselves for discussions on business proposals with the Branch. Additional discussions over this three year term, surrounded work description renewal. Their approach has seen priority given to a top down approach starting with the PG category. This is the approach they chose to follow despite pressure from GSU to start with AS and CR groups. The Branch has committed to a timeline over the next 24 months that will include work description assessments of the AS and CR groups. They have also invited GSU to additional meetings in an effort to explain their process for assessment of work descriptions... Despite how well put together the Branch demonstrates in their business strategy, they appear to fall short in having a sense of their own working culture in respect to the human element that manages all of this work. The same can be said for the ITSB Branch as well. Since our last meeting in June, GSU has been invited to consult with the working groups established to focus on human resources in their business transformation. I am confident GSU can influence a sense of obligation to recognize people as their most important asset to success.

I would like to take this opportunity to recognize Sister Taylor and thank her for supporting me with this portfolio as she has just joined the committee and was able to take in the last meeting before breaking for the summer. I would also like to thank Brother Bob Haywood as staff support in his collaborative efforts with these consultations.

Communication Committee

Ordinarily Convention or conferences establish a mandate for the committee from one term to the next. This was not the case for the Communication Committee throughout this three year term, however we created our own mandate that would allow for the committee to understand priorities of communication throughout the organization. Our approach would include surveys for Local Presidents and Council as well as additional RVP surveys. The results of our findings allowed us to bring forward recommendations in the form of guidelines for improving communication and content for our information hub, the GSU website. The GSU Communication Plan and Terms of Reference have also been updated. The proposed Communication Plan is prepared with final editorial changes that reflect a 360 degree communication approach within the organization. The Plan also ensures that reports from all officers remain current and easily available on the website to name a couple of changes. It is important to note these recommended changes were derived from surveys, conferences and conventions. The essence of your requests were gathered and rewritten in this plan. The Communications Committee is confident these changes are necessary to implement in order to ensure a successful Union can represent the membership strategically.

How well we communicate can be our strongest asset or our weakest link.

The Communication Committee also had a lengthy discussion on one particular subject that was most common throughout the surveys. The Committee proposed a motion for National Council to establish an Education Committee.

I would like to take this opportunity to thank the committee members Brother Cuning, Sister Mercier and Sister Soubra and also staff, Brother Haywood and Sister York with their support and contributions to the work of this committee.

Standing Discipline Investigation Committee

The committee has received two complaints in the past three years. An investigation was required in both instances. The process could not be completed on the first occasion due to the complainant rescinding their decision to file a complaint before it was brought to National Council. In the matter of the second case, the investigation, fact finding and recommendations are just wrapping up and will be presented to National Council at their next sitting.

I would like to take this opportunity to thank my committee members Sister Monica Mercier, Brother Louis Cotte and Brother Dave Thomson for their support and GSU office staff for their assistance over this period of time.

Finance Review Committee

The Finance Review Committee met at least on two occasions every each year during the term. On every opportunity to meet we assessed the management of expenses and budget forecast for the specific duration of the three year cycle, monitored the reporting of Locals to the GSU office and any other outstanding issues related to the expenses of the union.

Convention Proceedings

When the committee met on March 25th and 26th, 2014, we completed our review of GSU expenses and forecasted balances for the current cycle and are pleased to say we are once again in good shape to enter into the 2015/17 cycle. The Finance Review Committee has also addressed the protocol for funds made available to members needing assistance and additional recommendations to Council and to Triennial Convention.

I would like to take this opportunity to thank my committee members Sister Martine Babcook and Brother Randy Howard along with GSU staff, in particular Sister Gail Peck. Her support and guidance in steering us through financial review of the organization has been unwavering.

Additional Activities

Additional activities I have been involved with worth noting include creating two separate training modules for GSU in collaboration with the PSAC. We developed investigation training for members on our committee. The module has now become the standard for all investigation training for PSAC. The other training module was designed for National Council and serves as a foundation to GSU officer training. I was also asked by the National President to step in during the absence of RVPs in the Atlantic Region for an extended period of time. Something very unique that occurred in this final year of my tenure is also unprecedented. The Regional Director General for the Atlantic Region, invited me as an NVP to contribute to the regional business planning strategy. It involved sitting on many working groups and bringing a union perspective to the plan. It was a great opportunity to show how the union perspective ensures inclusiveness and balance. They got their money's worth (and more).

In closing I would like to take a moment to recognize the collective energy that has shaped so many new beginnings for GSU in the past three years. I've never been more proud of work that has taken place in GSU and the opportunity to influence change for the benefit of our membership as our number one priority. This could only happen if a team shares a collective vision and works towards it. I'd like to thank Sister Donna Lackie for that leadership she shared with the National Vice-Presidents in an open and inclusive capacity wherever possible. My NVP colleagues, Brother Jack Gale and Brother Daniel Charron, have been 100% supportive in the direction I have taken my portfolios and have been great mentors. Finally, I would like extend my gratitude to the staff for their unwavering support for myself and this organization.

It has truly been an honour to serve as your National Vice-President for the past three years.

I respectfully submit,

Robert L. Cameron - National Vice-President

Report of National Vice-President, Equity, Daniel Charron to 2014, GSU Convention

Greetings Delegates:

I am extremely proud to submit my activity report as National Vice-President, Equity for the National Council in addition to my other reports submitted since the 2011 Convention in Toronto.

First and foremost, I would like to acknowledge the outstanding work accomplished by our National Council since taking our oath of office in Toronto in 2011. Several decisions were made on the following: standing committees, National Council conference call meetings or meetings in person which have strengthen GSU.

Secondly, I would like to sincerely thank my colleagues, National Vice-Presidents, Jack Gale and Bob Cameron and Donna Lackie, National President. The trust, the friendship and commitment shown by those individuals allowed us as a team to set the agenda of this National Council. We have lived through several struggles and challenges, but at the same time faced important issues and came out with positive and state-of-the-art results.

The convention has never been so relevant than now and I would like to thank these same individuals for their support and especially for their respect that distinguishes us in our respective challenges. Thank you Jack, Bob and Donna!

Without enumerating the long list, by-laws and policies adopted or amended by the National Council stimulated extensive discussion and several amendments. Convention will debate on these issues for adoption. However, I would like to point out the cultural change created by the changes made to these new regulations and policies regarding the finances and local by-laws. GSU is again a pioneering model within PSAC on these issues.

GSU Equity Committee

The terms of reference for the new Equity Committee's mandate were adopted. I would like to thank the National Council for its unanimous support.

Awareness re our members has never been so important. Cuts within the federal government are affecting our members in equity groups. PSAC is currently carrying-out a study to identify the impact on these groups in the context of the workforce adjustment.

I would like to sincerely thank the members of the GSU Equity Committee for their commitment and involvement within their elected role. Their voices are heard in workplaces, GSU, PSAC and communities.

Michelle Simard, RVP, Vancouver

Hycinth Jayasuriya, Equity Officer, Winnipeg Local 50057

Souad Soubra, President, Toronto Local 00027

John Jedrasik, President, Ottawa Local 70013

Paula Brazeau, Equity Officer, Ottawa Local 70024

Mélanie Hamel, RVP, Quebec

Lori Walton, RVP, Halifax

The next meeting of the committee will be held following the convention.

PSAC Human Rights National Conference and National Human Rights Committee (NHRC)

Various conferences were held simultaneously in November 2013 in Toronto. Each equity group had their own plenary room to debate resolutions and elect delegates at PSAC Triennial Convention. We invited some thirty (30) GSU delegates for a caucus dinner. Several new persons were in attendance for the first time.

The annual meeting of NHRC was postponed to the fall of 2014 after the cycle of PSAC regional conventions and Components' Conventions. NHRC officers, Donna Lackie and Jeannie Baldwin, held conference calls with each NHRC equity group and Component representatives. These conference calls produced a summary of equity conferences and that required a follow-up.

Human Rights' Conference, 2014 World Pride, Toronto

This international conference was attended by thousand people, artists, educators, journalists, legislators, students, union leaders and other committed persons defending human rights and rights of gay, lesbian, bisexual, transgender and intersex.

The defence of human rights and identity of sexual minorities is the key element of the programs and mandate of world pride. The purpose of the conference is to highlight the work of human rights activists dealing with the serious issue of violence within the sexual minorities' community. Activists met their counterparts from various countries and supported each other in their fight for gender equity in the world.

There are still too many countries where sexual minorities and racial minorities are being subjected to torture, sentenced to death and imprisoned. Some returned to past practices by criminalizing their sexual orientation, and more than eighty-one (81) countries adopted laws against homosexuality.

A message coming from the eastern countries surprised me a great deal. They are asking the western countries to cease the 'exporting of homophobia'. We have to track down the funds of organizations 'exporting' homophobia. Homophobic countries are thriving on messages and funds coming from our countries. Initiatives will be implemented to track down and denunciate those organizations within Canada. We should not be surprised that many of these organizations are right wing and/or religious nature 'exporting' homophobia.

I had the honour to work with Sister Lori Walton, RVP, Atlantic Region, at this conference and she is proposing her report. Consequently, I am inviting you to go to the following link to read the excellent report of Lori:

http://gsu-ssg.ca/e/documents/world_pride_report-EN.pdf

Royal Canadian Mint

I was elected to the negotiating team for our unit representing manufacturing and headquarters at the Royal Canadian Mint. I would also like to welcome our new bargaining unit representing the protective services officers at the Winnipeg plant. Those two units are currently in negotiations simultaneously which will strengthen us. We must also show solidarity to other PSAC bargaining units and bargaining units under the federal public service. We must fight against subsequent attacks of the Canadian Government in regard to our working conditions. Our solidarity will help us protect our sick leave, our pension plan and attendance management. I will especially work to ensure that no concessions take place with respect to our working conditions to serve the ideological ends of this conservative government.

Policy and By-Laws Committee

The adoption of new GSU Policy 13 – Review of Local By-Laws will allow us to ensure an ongoing review of by-laws. Not only the National Council must approve the review of by-laws; the RVPs and Local Presidents are strongly encouraged to jointly work on the review or any amendments to Local By-Laws.

Accounting, Banking and Compensation Directorate (ABCD)

Consultation is ongoing on a biannual basis and the directorate proposed the date and agenda for the next meeting to be held in the fall.

After several interventions by this committee and Donna Lackie, National President, the directorate is now ready to put in place a child care in its new National Compensation Centre building in Miramichi.

This consultation model is paying off!

Conclusion

In conclusion, I sincerely appreciate and recognize the work of all national officers, officers and GSU staff. The ongoing cooperation goes beyond my expectations which makes my work much easier and pleasant.

I wish you all a good convention. As delegates, our respective mandate requires us to ensure that our members' voice is heard. I am looking forward to the several debates before us.

Respectfully submitted,

Daniel Charron

National Vice-President, Equity

Appendix 'D' – Ratification of Appointments to Convention Committees

By-Laws Resolutions Committee/	Finance Resolutions Committee/	General Resolutions Committee/
Co-Chairperson Daniel Charron Mélanie Hamel	Co-Chairperson Martine Babcook Bob Cameron	Co-Chairperson Jack Gale Nicole Rousseau
David Cunning	Louis Cotte	Dale Blandford
Terry-Lynn Flynn	Alain Courcelles	Randy Howard
Michelle Little	Linda Harding	Marc Imbeault
Jim McQuaid	Monica Mercier	John Jedrasik
Marc Robidoux	Peter Millman	Michelle Simard
Souad Soubra	Luigi Reda	Dave Thomson
Shirley Taylor	Reni Stein	Lori Walton
Bill Walsh	Don Wilkie	
Nominations Committee	Credentials Committee	Sergeant-At-Arms
Michèle Parent	Amber Miller	Gary Byrne
Bill Fleming	Jeannine Nguyen	

Appendix 'E' – Ratification of Regulations and Policies adopted by the NC

Regulation 2, By-law 11, Section 1 – Finances

As amended by the GSU National Council on Sept. 12, 2013

Section 1

Effective January 1, 2014 the fiscal year of the Local shall be from January 1 to December 31.

Regulation 2, By-law 11, Section 2 – Finances

As amended by the GSU National Council on Sept. 12, 2013

Section 2

- a) Three members of the Local Executive shall be designated as signing officers, two of whom shall sign all cheques.
- b) The GSU staff person assigned the responsibility of Signing Officer will be an additional signing authority on every GSU Local Bank Account.
- c) No disbursements shall be made without authorization by a General Membership Meeting unless such disbursements are within budgetary limits or in accordance with financial guidelines established at a General Membership Meeting.”

Regulation 2 – Framework Local By-laws

As amended by the GSU National Council on Sept. 12, 2013

General

This regulation shall be known as the Framework Local By-laws Regulation and is issued under the authority of GSU By-law 10, section 7. As stated in this By-law, each Local shall adopt By-laws, which shall not conflict with the following Framework Local By-laws. The National Council shall review all Local By-laws to ensure compliance with these Framework By-laws.

By-laws of GSU Local # _____

As approved at the General Membership meeting on _____ (Date)

By-law 1 – Name and Jurisdiction

Regulation 2 – By-law 7, Section 4 – Duties of Officers

As amended by the GSU National Council on Sept. 12, 2013

Section 1 The President shall:

- a) convene and preside at all special and regular meetings of the Executive Committee and the Local;
- b) submit a written Activity Report to the Annual General Membership Meeting of the Local covering the period between Annual General Membership Meetings;
- c) in consultation with the Local Executive, deal with local representatives of the employer on matters affecting the interests of the members of the Local.
- d) attend the GSU Triennial Convention as a delegate from the Local.
- e) perform other duties as may be assigned by the Executive Committee
- f) Participate on Regional Consultation Committees if requested by the Regional Vice-president and if approved by the GSU National President
- g) Participate on GSU Standing Committees if requested by the GSU National President.

Section 2 The Vice-president shall:

- a) assist the President in his or her duties and replace the President when requested to do so, or in the case of absence, incapacity, resignation, or death;
- b) attend all meetings of the Executive Committee and of the Local;
- c) perform other duties as may be assigned by the Executive Committee.

Section 3 The Secretary shall:

- a) attend all meetings of the Local and Executive Committee;
- b) keep an accurate account of the proceedings of each and distribute the minutes to the appropriate members and the GSU National Office;
- c) be responsible for maintaining proper files of documents and all correspondence;
- d) perform such other duties as pertain to the office or as are assigned by the Executive Committee.

Section 4 The Treasurer shall:

- a) be responsible for the financial records of the Local;

- b) be responsible for the preparation and presentation of financial statements at membership and executive meetings as required;
- c) collect all moneys payable to the Local and deposit such funds in a financial institution approved by the Executive Committee;
- d) be responsible for the disbursement of funds payable by the Local in settlement of its just debts;
- e) attend all meetings of the Executive Committee and of the Local;
- f) perform other such duties as pertain to the Office or as are assigned by the Executive Committee;
- g) ensure that an up-to-date listing of all members is kept

Regulation 2 – By-law 8, Shop Stewards

As amended by the GSU National Council on Sept. 12, 2013

The Executive Committee shall **arrange for** the election or where necessary, the appointment of Shop Stewards.

Regulation 8 – Local Financial Accounting

As amended by the GSU National Council on Sept. 12, 2013

General

This regulation shall be known as the Local Financial Accounting regulation and is issued under the authority of By-law 10.

Part 1 – Budgets

- a) All Locals must submit a budget to a General Membership Meeting of the Local.
- b) The budget should include such items as:
 - i) revenue
 - ii) meeting expenses;
 - iii) provision for training (shop Steward, local officer, etc.);
 - iv) provision for representational costs
 - v) expenses for delegates or observers to Conventions (GSU, PSAC, Federation of Labour, Canadian Labour Congress, etc.);
 - vi) Regional Council per capita and other related expenses;
 - vii) communication expenses (postage, notices, bulletins, etc.);
 - viii) honoraria for officers;
 - ix) executive and steward expenses;
 - x) Area Council per capita.

Convention Proceedings

- c) The budget, once approved, will become the official guide for the expenditure of Local funds.
- d) All actual expenditures must be reported to the Local at General Membership Meetings and must be supported by acceptable accounting documents.

Part 2 – Expenses

- a) All expenditures of the Local must be supported by receipts, invoices, expense claims or other documentation. Accurate records must be kept for audit purposes.
- b) Expenditures not covered by a budget item can only be incurred with the approval of a General Membership Meeting.
- c) The Local Executive in the absence of financial guidelines in the Local's By-laws, has the authority to expend up to \$50.00 subject to filing a full report at the next General Membership Meeting.

Part 3 – Financial Statements

- a) Annual Financial Statements shall be prepared for each Annual General Meeting and shall be audited by members of the Local appointed at the previous Annual General Membership Meeting or by an appropriate firm of accountants or by the Regional Vice-president or delegate.
- b) The Annual Financial Statements should include such items as:
 - i) the opening cash balance (the same figure as the closing cash balance on the previous financial statements)
 - ii) a list of receipts
 - iii) a list of expenditures
 - iv) excess of receipts over expenditures
 - v) the closing cash balance
 - vi) reconciliation of bank balance with the closing cash balance
 - vii) signatures of the President and the Treasurer
 - viii) statement and signatures of the Local's auditors
- c) The Audited Financial Statements, once approved by the Annual General Membership Meeting, shall be submitted to the GSU National Office within 30 days. The dues rebate for Locals in default of this requirement shall be suspended until the appropriate Financial Statements are submitted.

Part 4 – GSU Signing Authority

The GSU staff person assigned the responsibility of Signing Officer will be an additional signing authority on every GSU Local Bank Account.”

Regulation 13 – GSU Elected Officer Accountability Accord

As amended by the GSU National Council on Sept. 12, 2013

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:

- fulfil 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

Policy 13 - Review of Local's By-laws

As amended by the GSU National Council on Sept. 12, 2013

General

This policy shall be known as the Local's By-law Review Policy. It explains the procedure to follow when a Local submits amendments to its Bylaws.

Procedure

Locals are encouraged to consult with their Regional Vice-president as they work on their By-laws to ensure that they remain compliant with the GSU Framework Local By-laws.

- a) Each Local shall submit a copy of their amended By-laws to their Regional Vice-president within two (2) weeks following their adoption at the Local's General Membership Meeting. The meeting notice and the meeting minutes shall also be provided to the RVP.
- b) The Regional Vice-president will review the By-laws to confirm compliance with the Framework Local By-laws as found in GSU Regulation 2. The RVP will counsel the Local on issues that may not be in compliance.
- c) The Regional Vice-president will submit the Local's amended Local By-laws to the GSU National Office for referral to the GSU By-laws and Policy Committee.
- d) The GSU By-laws and Policy Committee will review all Local By-law amendments and, if in compliance, will recommend to the National President that the Local By-laws be ratified by the GSU National Council. Should the By-law amendments be found non-compliant, the Committee will refer them back, with explanation.
- e) If the Local disagrees with the recommendations of the By-laws Committee, the Local may appeal to the National Council, explaining their disagreement.

Appendix 'F' - GSU Proposed Budget 2015-2017

	YEAR 2015	YEAR 2016	YEAR 2017	TOTAL 3 YEAR BUDGET
1 National Council Meetings	150,000	150,000	150,000	450,000
2 National Representational Expenses	141,800	141,800	141,800	425,400
3 Regional Representational Expenses	128,000	128,000	128,000	384,000
4 Collective Bargaining	12,000	12,000	12,000	36,000
5 Convention 2017	188,733	188,733	188,733	566,200
6 CLC, PSAC, Fed Conventions	12,633	12,633	12,633	37,900
7 Education, Conferences, Seminars	10,667	10,667	10,667	32,000
8 Local Presidents' Council	115,267	115,267	115,267	345,800
9 Local AGM Subsidies	1,400	1,400	1,400	4,200
10 Area Council Donations	3,400	3,400	3,400	10,200
11 Bursaries	3,000	3,000	3,000	9,000
12 President's Salary	127,233	127,233	127,233	381,700
13 President's Benefits	47,933	47,933	47,933	143,800
14 Employee Salaries	821,433	821,433	821,433	2,464,300
15 Employee Benefits	332,500	332,500	332,500	997,500
16 Severance Pay	23,233	23,233	23,233	69,700
17 Rent	127,733	127,733	127,733	383,200
18 Professional Fees	12,500	12,500	12,500	37,500
19 Insurance	5,300	5,300	5,300	15,900
20 Office Equip. Leases & Furniture	24,800	24,800	24,800	74,400
21 Postage & Express	5,000	5,000	5,000	15,000
22 Publications	10,000	10,000	10,000	30,000
23 Supplies, Printing & Stationary	12,500	12,500	12,500	37,500
24 Telephone & Fax	9,300	9,300	9,300	27,900
25 Translation	20,000	20,000	20,000	60,000
26 Miscellaneous Expenses	42,000	42,000	42,000	126,000
Total	<u>2,388,367</u>	<u>2,388,367</u>	<u>2,388,367</u>	<u>7,165,100</u>
Proposed Interest Earned	<u>17,000</u>	<u>17,000</u>	<u>17,000</u>	<u>51,000</u>
TOTAL FUNDING REQUIRED	<u>2,371,367</u>	<u>2,371,367</u>	<u>2,371,367</u>	<u>7,114,100</u>
PROPOSED DUES REVENUE (Based on 7,600 members)	2,371,367	2,371,367	2,371,367	7,114,100
Percentage Dues	0.561%	0.561%	0.561%	0.561%

**Appendix 'G' - Report of the By-Laws Resolutions Committee to the
5th GSU Triennial Convention
September 23rd to 25th, 2014
Delta, Ottawa City Centre, Ottawa, Ontario**

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

Co-Chairpersons:

Daniel Charron, National Vice-President, Equity

Mélanie Hamel, Regional Vice-President, Québec

Committee Members:

David Cunning, Regional Vice-President, Ontario

Michelle Little, Regional Vice-President, Atlantic

Shirley Taylor, Regional Vice-President, National Capital Region

Bill Walsh, Regional Vice-President, Atlantic

Terry Lynn Flynn, Local President 30001

Jim McQuaid, Local President 70017

Marc Robidoux, Local President 10060

Sue Soubra, Local President 00027

Technical Advisor to the Committee: Bob Haywood

The By-Laws Resolutions Committee met on September 21st and 22nd, 2014 to review the twelve (12) By-Law resolutions submitted to Convention.

All resolutions will be automatically moved and seconded by the Co-chairpersons Daniel Charron and Sister Mélanie Hamel on behalf of the Committee.

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

Concurrence:

1. B-02-14 RVP Duties
2. B-09-14 National Council Elections for NVPs
3. B-12-14 Atlantic Regional Structure – Geographic Change

Non-Concurrence

1. B-06-14 Regional Vice-Presidents' Participation at Local Annual General Meeting (AGM)
2. B-07-14 Expenses for Members on GSU Business
3. B-03-14 Alternate for the National Vice-President (NVP) responsible for Equity Issues
4. B-04-14 Alternate for the National Vice-Presidents (NVPs)
5. B-11-14 NCR – Regional Structure
6. B-05-14 Structure Regional Vice-Presidents (RVPs) Pacific Region
7. B-08-14 National Council Election of Alternate NVPs
8. B-10-14 Delegate Entitlement to Triennial Convention

Convention Proceedings

The following resolution was withdrawn by the submitting body.

B-01-14 Financial Auditing

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

Daniel Charron

Mélanie Hamel

Appendix 'H' - Report of the General Resolutions Committee
to the 5th GSU Triennial
Convention
September 23rd to 25th, 2014
Delta, Ottawa City Centre, Ottawa, Ontario

The following members formed the GSU General Resolutions Committee:

Co-Chairpersons:

Jack Gale, GSU National Vice-President

Nicole Rousseau, Regional Vice-President, NCR

Committee Members:

Michelle Simard, Regional Vice-President, Pacific

Dave Thomson, Regional Vice-President, Ontario

Lori Walton, Regional Vice-President, Atlantic

Dale Blandford, Local President, 20001

Randy Howard, Local President, 60018

Marc Imbeault, Local President, 70055

John Jedrasik, Local President, 70013

Technical Advisor to the Committee: Debbie McLaughlin

The General Resolutions Committee met on September 21st and 22nd, 2014 to review the twenty (20) general resolutions submitted to Convention.

The Committee was given feedback by Sister Robyn Benson who had reviewed the resolutions to ensure that they were not in violation of the PSAC Constitution.

All resolutions will be automatically moved and seconded by the Co-chairpersons, myself, Jack Gale and Sister Nicole Rousseau on behalf of the Committee.

The General Resolutions Committee established its priorities as follows:

Concurrence

1. G-18-14 Championing for our Aboriginal Communities
2. G-20-14 (1st BE IT RESOLVED) National Public Inquiry into Missing and Murdered Aboriginal Women
3. G-09-14 (4th BE IT RESOLVED) Duty to Accommodate
4. G-07-14 Family Care Registration Forms
5. G-08-14 Men's Action Support Committees (MASC)
6. G-16-14 Consultation
7. G-13-14 (1st BE IT RESOLVED) Report cards for Locals
8. G-14-14 Using Technology to facilitate voting and online meetings
9. G-02-14 (2nd BE IT RESOLVED) GSU Colours

Non-Concurrence

1. G-20-14 (2nd BE IT RESOLVED) National Public Inquiry into Missing and Murdered Aboriginal Women
2. G-20-14 (3RD BE IT RESOLVED) National Public Inquiry into Missing and Murdered Aboriginal Women
3. G-05-14 Public Service Staffing Tribunal (PSST)
4. G-02-14 (1st BE IT RESOLVED) GSU Colours
5. G-03-14 Swag
6. G-09-14 (1st BE IT RESOLVED) Duty to Accommodate
7. G-09-14 (2nd BE IT RESOLVED) Duty to Accommodate
8. G-09-14 (3rd BE IT RESOLVED) Duty to Accommodate
9. G-10-14 Grievance procedures
10. G-12-14 Consultation
11. G-13-14 (2nd BE IT RESOLVED) Report cards for Locals

The following resolutions were not dealt with as they were ruled out of order by the PSAC National President, Sister Robyn Benson:

1. G-11-14 Accountability,
2. G-15-14 Accountability,
3. G-19-14 CLC Convention Delegate Selection.

The following resolution was referred back to the submitting body as it is a resolution of record that has been dealt with previously by the PSAC:

1. G-06-14 Dependent Registration Forms.

The following resolutions are of a regional nature and have been referred back to the submitting bodies as they address regional issues that cannot be debated, adopted or actioned by a Component:

1. G-01-14 Local Participation at PSAC Regional Triennial Conventions,
2. G-17-14 Multi-Level / Multi-Union Awareness Campaign.

The following resolution was withdrawn by the submitting body:

1. G-04-14 Term of office for National Council positions.

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 their support to the committee.

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

Jack Gale

Nicole Rousseau