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# **Convention Proceedings**



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**Government Services Union, PSAC**

**Eighth Triennial National Convention**

**October 5, 6, 7 and 8, 2021**

**Virtual Convention**

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### Call to Order

- Brother Randy Howard called the Eighth GSU Triennial National Convention to order at 11:30 a.m. on Tuesday October 5<sup>th</sup>, 2021.

### Announcements

- Brother Howard, GSU National President welcomed everyone to the online platform and to GSU's first Virtual Convention.
- Brother Howard acknowledged the land on which we are gathered is the traditional unceded territory of the Algonquin Anishinabeg People. The Algonquin peoples have lived on this land since time immemorial and we are grateful to have the opportunity to be present in this territory.
- Brother Howard advised the delegates that GSU has the highest number of delegates ever with 107 registered delegates. Thank you to each of you for being here.
- Brother Howard advised the delegates that simultaneous interpretation and closed caption are provided for this virtual convention.
- Brother Howard stated that the strength of our union depends on the engagement of our members, and on you as union leaders. Over the next few days, you will be debating resolutions and making decisions that will set the direction for GSU for the next two years. Welcome to all of you!

### Indigenous Opening – Barbara Dumont-Hill

Brother Howard invited Sister Kelly Bush, National Vice-President, Equity to introduce Barbara Hill, an Aboriginal Elder to open our Convention. As this is a virtual convention and upon the recommendation of Barbara Dumont-Hill, Brother Howard gave the gift of tobacco and handed the tobacco to Brother Alex Silas, Regional Executive Vice-President, National Capital Region to make the offering. Brother Howard thanked Brother Silas for doing this.

Sister Bush introduced Barbara Dumont-Hill, who is an Algonquin Anishinabeg from the Kitigan Zibi community in Quebec. She has served for several years as a spirit keeper for Carleton University, Algonquin College, the Public Service Alliance of Canada and the Children's Aid Society of Ottawa. She travelled across Canada as an advisor with the Canadian Department of Justice to witness the Missing and Murdered Indigenous Women and Girls National Inquiry. Barbara's work has inspired her path to honour and empower Indigenous women and youth. Barbara Hill thanked Sister Bush and the GSU for the offering and opened the Convention with a traditional Aboriginal prayer.

## **Announcements**

- Brother Howard asked that everyone please stand (if possible) for the playing of “Solidarity Forever.”
- Brother Howard reminded Delegates and Observers that should anyone experience technical difficulties to not raise a point of order but to contact Encore technical support via the portal.
- Brother Howard advised delegates if they have any questions regarding their expense claims to send an email to the GSU mailbox or contact the GSU National Office.
- In recognition of Day of Truth and Reconciliation which was held on September 30, 2021, Brother Howard suggested that everyone wear orange on Thursday, October 7, 2021 to honour the survivors of the residential school system, their families, and communities.

## **Introductions**

Brother Howard introduced the members of GSU National Council, Life Members, Staff and Guests.

### **GSU National Council**

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

## **GSU Life Members**

Mark Brunell, (Former GSU National President) Valerie Denesiuk, Pierre Laberge, Mike Lavery, Bonnie Robichaud and Bill Walsh.

## **GSU Staff**

Desrosiers, Monique	Finance and Administration Officer
Ehler, Stephanie	Union Representative
Girard, David	Senior Union Representative
Lafleur, Logan	Finance and Administrative Assistant
Manchester, Jason	Term Executive Coordinator to the National President
Michon-Hamelin, Paulette	Union Representative
Rancourt, Diane	Communication and Administration Assistant
Sanders, Neola	Administrative Assistant to the Union Representative
Maria Thomas	Executive Assistant to the National President
Jennifer York	Technology Assistant
Barrette, Dominique	Executive Coordinator to the National President (On leave)

## **Guests**

Chris Aylward	PSAC National President
Yvon Barrière	PSAC Regional Executive Vice-President, Quebec Region
Eddy Bourque	National President, Canada Employment and Immigration Union (CEIU)
Shimen Fayad	National President, Union of Health and Environment (UHEW)
Fae Johnstone	Equity Speaker
Jim McQuaid	Former GSU Regional Vice-President, NCR
Alex Silas	PSAC Regional Executive Vice-President, NCR
Virginia Vaillancourt	National President, UVAE

## ***PSAC Statement on Harassment***

Brother Howard invited Sister Harding to read the PSAC Harassment Policy in English and Sister Doucet to read it in French. A copy of the PSAC Statement on Harassment was provided in the Convention kits and electronically.

*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 PSAC 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, family status, criminal record, disability, sexual orientation, gender identity or expression, language, social and economic class or political belief. Members are also entitled to be free from personal and sexual harassment.*

*The Government Services Union (GSU) also recognizes the right of the GSU National Office staff to work in an environment free from all forms of harassment.*

*If you experience harassment at this event, contact the identified Anti-Harassment Resource Person to discuss the situation and possible responses. Our initial approach is to encourage early and informal resolution and to facilitate our members speaking directly with one another to resolve the matter. If this is not successful or possible, the Constitutional and policy mandates on the issue of harassment will be fully and quickly enforced.*

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

Brother Howard informed the delegates that this convention has two staff as anti-harassment coordinators, Brother David Girard, and Sister Stephanie Ehler. If you would like to report incidents of harassment at this convention, please contact them through the Chime Platform.

## **GSU Honour Call**

Brother Howard proceeded with the honour call for our sisters and brothers who have passed away during the last four years. The following names appeared on the screen:

Raymond Auger	Local 10011	André Maisonneuve	Local 70020
Debbie Badiou	Local 50057	Craig MacEwen	Local 90031
Charles Bailey	Life Member	Melissa Marche	Local 20008
James Barbira	Local 00027	Mark Morin	Local 70023
Mani Shrivastava		Modeste Muntu	Local 70013
Bista	Local 70013	Tom Philliben	Local 70055
Lise Blouin	Local 10060	Daniel Pichette	Local 10011
Lyne Brousseau	Local 60011	Bob Rhodes	XPW75
Sébastien Sigouin-		Joey Ryan	Local 60011
Campeau	Local 70019	Ganesh Vamatheva	Local 00027
Benoit Carbonneau	Local 10011	Bianco Salvatore	Local 70055
Cathy Caron	Local 10060	Pamelia Wood	Local 80052
Joanne Daniel	Staff	Virginie Ngo Yetna	Local 70019
Philippe Desmarais	Local 70013		
Joyce Diabo	Local 00027		
François Drolet	Local 10011		
Epah Fonkeng	Local 70015		
Dave Gendron	Local 10060		
Charles Goulet	Local 60009		
Shawn J. Hachey	Local 60011		
Josée Hamel	Local 10011		
Bob Haywood	Staff		
Ali Mubashir Khan	Local 30001		
John Jedrasik	Local 70013		
Pauline Labelle	Local 70017		
Raymonde Larocque	Local 10060		
Melissa Lavoie	Local 10060		

Brother Howard indicated that if you had a name to add to the GSU Honour Call to send an email to the GSU mailbox and it will be added in the minutes.

A moment of silence was observed.

## **First Report of the Credential Committee**

**M/S Andrea Lima / Azra Jusuf**

**THAT** the first report of the Credential Committee be adopted:

86 Accredited Delegates  
8 Observers  
8 Guests including Life Members

The Credentials Committee reported 86 accredited delegates present.

### **MOTION CARRIED.**

Due to unforeseen circumstances, Brother Howard advised the Convention floor that GSU received three late credentials that were submitted after the deadline. The three late delegates are: Michael Murphy, Secretary-Treasurer, Local 90031 (Charlottetown), Sébastien Sinclair, Shop Steward, Local 10161 (Montreal) and Simon Pazdor, Acting Local President, 50002 (Winnipeg).

The credentials committee recommended that the convention accept the three late delegates and grant them a seat on the convention floor.

**M/S Andrea Lima / Azra Jusuf**

**THAT** the first report of the Credential Committee be adopted to add the three late delegates: (Michael Murphy, Sébastien Sinclair, and Simon Pazdor)

86 Accredited Delegates  
8 Observers  
8 Life Members and Guests  
3 Late Delegates

The Credentials Committee reported 89 accredited delegates present.

### **MOTION CARRIED.**

(List of Delegates/Observers/Life Members, and Guests - **Attached as Appendix 'A'**)

## **Adoption of the Rules of Order**

**M/S Nicole Rousseau / Kevin Hanson**

**THAT** the Rules of Order be adopted as presented.

**MOTION CARRIED. UNANIMOUSLY.**

## **Adoption of the Convention Agenda**

**M/S Sheldon Jacobs / Heather Rawlins**

**THAT** the Convention Agenda be adopted as presented.

**MOTION CARRIED. UNANIMOUSLY. (Attached as Appendix 'B')**



## **Ratification of Appointments to Convention Committees**

**M/S Azra Jusuf / Paul Paquette**

**THAT** this Convention ratifies the appointments to committees.

**MOTION CARRIED.**

**(Attached as Appendix 'C')**

## **Ratification of GSU Regulations and Policies adopted by the National Council**

**M/S Sheldon Jacobs / Steve Colterman**

### **Regulations**

Regulation 2, Bylaw 6, Section 4

Regulation 4, Section 9 – Expenses for members on GSU business

Regulation 4, Section 12 – Expenses for members on GSU business (1)

Regulation 4, Section 12 – Expenses for members on GSU business (2)

Regulation 5 – GSU Standing Committees

Regulation 6 – Financial Review Committee

Regulation 7 – Life Memberships, Honorary Memberships and Awards of Merit

Regulation 12 – Selection of delegates for PSAC Convention

Regulation 13 – Selection of delegates for Conferences and Seminars

### **Policies**

Policy 8 – GSU Annual Bursaries Policies

Policy 14 – Grievances Representation

Policy 15 – Local Annual General Meeting Subsidy

**THAT** the convention ratifies the changes to the GSU regulation 4, Section 9b) which were approved by the National Council on April 20<sup>th</sup>, 2021. This vote will be conducted by secret ballot.

### ***Point of Privilege***

Sister Bush requested clarification on Regulation 4 Section 9b) After some discussion Sister Bush requested that the motion be divided as follows:

**M/S Kelly Bush / Azra Jusuf**

**THAT** the motion be divided as follows:

Regulation 4 Section 9b)i. 9bii and 9biii be voted individually.

Brother Howard indicated that all other Regulations and Policies will be voted as one.

### **Point of Order**

Sister Doucet stated that prior to divide the motion that a vote is needed on the amendment which was moved by Sister Bush and second by Sister Jusuf. The vote was conducted on the motion to divide.

#### **MOTION CARRIED.**

Debate continues – Regulation 4 Section 9b) i. 9bii and 9biii is divided as follows:

#### **b) Miscellaneous Expenses for National Council members:**

- i. Officers of the National Council shall receive a miscellaneous expense allowance of \$200.00 per month, payable quarterly at the end of March, June, September and December of every year (\$2,400.00 annually).
- ii. This miscellaneous expense allowance would include items such as laptops, computer supplies, office supplies, paper, etc. An expense claim must be completed with receipts, once a year or quarterly, as expenses are incurred.
- iii. Officers of the National Council shall receive a Cell Phone & Internet allowance of \$200.00 per month, payable quarterly at the end of March, June, September and December of every year (\$2,400.00 annually). An expense claim must be completed with one monthly receipt from your cell/internet provider, once a year.
- iv. Officers of the National Council shall receive a Stipend of \$200.00 per month, payable twice a year, at the end of June and at the end of December of every year (\$2,400.00 annually). The Stipend is considered a taxable earning supplement by the CRA and would be subject to taxes, but no CPP or EI deductions.

**M/S Leanne Moss / Steve Colterman**

**THAT** a secret ballot be conducted.

#### **MOTION CARRIED.**

**Convention Action: Motion defeated on the amendment.**

**PM Session**

### **Second Report of the Credential Committee**

**M/S Andrea Lima / Azra Jusuf**

**THAT** the second report of the Credential Committee be adopted.

- 94 Accredited Delegates
- 6 Observers
- 9 Guests including Life Members

The Credentials Committee reported 94 accredited delegates present.

#### **MOTION CARRIED.**

## **Nominations Committee**

Brother Howard introduced the members of the Nominations Committee: Sisters Jeanette Fillion, Regional Vice-President, Royal Canadian Mint (RCM), Kuldeep Deol, Local President 20001 and Brother David Girard, GSU resource person.

The nomination Committee is responsible for receiving nominations forms, verifying, and providing them to the chair of the Elections, Chris Aylward, PSAC National President.

Brother Howard reminded delegates that if they are intending on running for any position, he encouraged them to submit a nomination form for the position that you are intending to offer. You can find these forms on the resource section of the Chime platform and on the GSU website. The deadline for National Officers to submit their nomination form to participate in All Candidates Forum is Wednesday, October 6 at 5:00 pm (eastern time). Nominations will be accepted from the floor.

**(Nominations Report is attached as Appendix 'D')**

Brother Howard informed delegates that Alex Silas, NCR REVP will be the chair for All Candidates Forum on Thursday, October 7, 2021, and Chris Aylward, PSAC National President will be Chairing the GSU elections on Friday, October 8, 2021.

## **Guest Speaker: Chris Aylward**

Brother Howard introduced Brother Chris Aylward, PSAC National President. A copy of his biography was included in the kits and electronically.

Brother Aylward gave an inspirational speech which was well received by all. He stated that there are many challenges ahead and that GSU, our leadership, our locals, and our members, will get through the struggles and get stronger and even more united. It has been a challenging year. We had to deal with many issues, the pandemic, the vaccine, health and safety in the workplace, and anti-racism to name a few. PSAC is with you and will always be with you. Brother Aylward wished the delegates to have a great convention!

## **Ratification of Regulations and Policies (continued from the am session)**

The Convention floor was opened for debate. A secret ballot was conducted.

66 in favor

20 against

**Convention Action: MOTION CARRIED. as presented. (Attached as Appendix 'E')**

Brother Howard thanked the delegates for a respectful debate.

## **Address of the GSU National President, Randy Howard**

Brother Howard delivered his address to the Convention delegates. He spoke on common issues such as: management turnover, workplace renewal, staffing in general, diversity and inclusion, collective bargaining across Public Services and Procurement Canada (PSPC) and Shared Services Canada (SSC). He stated that it has been a challenging year and with Covid 19 we had to adapt to the virtual world. Ensuring the health and safety of our members is a priority. Brother Howard indicated that he would

continue to work for the members and by remaining united and strong we can make a difference.

Brother Howard indicated that a copy of the National President and National Vice-President's reports were provided in their kits and electronically.

(Attached as Appendix 'F')

## Committee Reports

### Report of the Finance Committee

The Convention Chairperson asked the Co-Chairpersons of the Finance Committee, Sisters Martine Babcook and Nicole Rousseau, to come to the microphone. Sister Babcook then introduced the other members of the Committee. (Brothers Colterman, Drozdowski, Hanson, Carter and Sisters Harding, Fillion and Gena Harris)

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

**M/S Martine Babcook / Nicole Rousseau**

**Motion: F-01-21**

**Subject: Approval of GSU Triennial Budget for years 2022-2023**

**Originator: Finance Convention Committee to the GSU National Triennial Convention – October 5-8, 2021**

The Finance Convention Committee recommends that the **GSU Triennial Budget for years 2022-2023** be adopted by the GSU Triennial National Convention as presented, with a monthly due decrease in 2022 and 2023, as in 2021, from 0.626% to 0.615%, as a result of a one-time budget cycle item added to the dues percentage for 2018-2019-2020, as indicated below.

1. GSU Triennial Budget 2022-2023 – **Appendix A.1**
  2. Explanatory Notes to the GSU Triennial Budget – **Appendix A.2**
- For information only:**
3. 2019 GSU Audit Report – **Appendix A.3**
  4. 2019 GSU Operations – **Appendix A.4**

#### Rationale:

*2018-2019-2020 Budget and Resolutions approved at Convention:*

**Budget**                      **0.615%**

G-07-17                      *0.39 Average increase per member/per month (As per costing)*

B-05-17                      *0.13 Average increase per member/per month (As per costing)*

**Final Dues %**      **0.626%**

**MOTION CARRIED. UNANIMOUSLY.**

**Note:** A copy of the budget was provided in their kits and electronically and is not included in these minutes.

## ***Announcements***

Brother Manchester made the following announcements:

- If you want to submit questions for the All-Candidates Forum, please send an email to the GSU mailbox.
- On Friday, October 8, 2021, the session will start at 11:00 am and not 11:30 am.

**The Convention recessed at 4:30 pm until 11:30 am  
Wednesday, October 6, 2021.**

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## **Wednesday, October 6, 2021**

### **Call to Order**

Brother Howard called the Convention to order at 11:31 a.m. on Wednesday, October 6, 2021.

### **Third Report of the Credential Committee**

**M/S Andrea Lima / Azra Jusuf**

**THAT** the third report of the Credential Committee be adopted.

54 Accredited Delegates  
4 Observers  
3 Guests including Life Members

The Credentials Committee reported 54 delegates present.

**MOTION CARRIED.**

### **Committee Reports**

#### **Report of the By-laws Resolutions Committee**

The Convention Chairperson asked the Co-Chairpersons of the By-laws Committee, Brother Bruce Roy and Sister Reni Stein to come to the microphone. Brother Roy then introduced the other members of the Committee. (Sisters Boone, Hamel, Gagné, Manolache, and Brothers MacDonnell and Votto)

It was indicated that all resolutions will be automatically moved and seconded by the Co-chairpersons Brother Bruce Roy and Sister Reni Stein on behalf of the Committee.

**Number: B-10-21**

**Subject: Local Presidents' Council**

**Originator: National Council**

**WHEREAS** in 2017 Convention voted to have two Local President's Council every cycle; and

**WHEREAS** the format of the meeting resembles more a Conference with training opportunities and various workshops; and

**WHEREAS** in GSU official documents, the term “Local Presidents’ Conference” is being used to identify this meeting; and

**WHEREAS** the Local Presidents do not meet in a Council to make recommendations to the National Council.

**BE IT RESOLVED THAT** By-Law 11 be amended as follows:

**By-law 11 – Local Presidents’ ~~Conference~~ Council**

In ~~each of the two years~~ ~~the year~~ prior to the GSU Triennial National Convention, the National President will ~~organize~~ ~~convene~~ a ~~meeting of the~~ Local Presidents’ ~~Conference~~ ~~Council, which will make recommendations to the National Council.~~ The National Council Meeting ~~for those two years~~ ~~that year~~ will be held immediately after ~~the Local Presidents’ Conference~~ ~~Council meeting.~~

***Rationale for proposal:** This amendment will more accurately reflect GSU business.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

**Number: B-14-21**

**Subject: Definitions**

**Originator: National Council**

**WHEREAS** Definitions are meant to bring clarity to a text; and

**WHEREAS** Currently, the Definitions are at the end of the By-Laws’ section; and

**WHEREAS** National Council should be able to add definitions as they see fit without having to wait for Convention to do so; and.

**BE IT RESOLVED THAT** By-Law 19 be removed from the By-Laws’ section and added just after the Table of Contents, as a standalone section and that the following By-Laws be re-numbered accordingly.

***Rationale for proposal:** Having the Definitions as a standalone item at the beginning of the document will ensure that 1) National Council can add definitions as they see fit and 2) ensure that everyone has a common understanding of important concepts before reading through the By-Laws.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

**Number: B-12-21**

**Subject: Clear Majority**

**Originator: National Council**

**WHEREAS** the GSU By-Laws, Regulations and Policies of the GSU must comply with the Constitution and Regulations of the Public Service Alliance of Canada (PSAC); and

**WHEREAS** in Section 23, sub-section (8) of the PSAC Constitution, the term clear majority is used to define the electoral process; and

**WHEREAS** the PSAC Rules of Procedure also uses the term clear majority when it comes to elections.

**BE IT RESOLVED** that GSU By-Laws, Regulations and Policies use clear majority instead of simple majority; and

**BE IT FURTHER RESOLVED** that the following By-Laws, Regulations and Policies be amended to reflect this change:

- By-law 6, section 12
- By-law 8, section 3
- By-law 12, section 17
- By-law 18, section 1
- Regulation 2, By-law 9, section 1 c)
- Regulation 10, section 1 g) i.
- Regulation 11, section 2

***Rationale for proposal:*** Using the term clear majority rather than simple majority ensures that the GSU complies with the provisions of the PSAC Constitution and Regulations and thus avoids confusion in interpretation.

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: B-8-21**

**Subject: Vacancies in National Officer Positions**

**Originator: National Council**

**BE IT RESOLVED THAT** By-law 9, Section 4 paragraph b) be amended as follows:

**By-law 9 – Vacancies in National Officer Positions**

**Section 4**

b) If a vacancy in the office of Regional Vice-president occurs six months or more prior to the Triennial National Convention, and there is no available Alternate RVP, an election shall be conducted by the National Council within 60 calendar days of being notified of the vacancy. Any Local within the jurisdiction may nominate one of its members in good standing to stand for election as a replacement RVP. All Locals in the region will be permitted to elect the replacement RVP with each Local casting the same number of votes as they had delegates at the last convention.

***Rationale for proposal:*** Adding “within 60 calendar days” puts a definite time frame on when an election for an RVP needs to occur and prevents from having the position vacant for an extensive period.

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: B-3-21**

**Subject: Duties of National President**

**Originator: National Council**

**BE IT RESOLVED THAT** a new paragraph o) be added to By-law 7, Section 1 as follows and that the following paragraphs be re-lettered accordingly:

**By-law 7 – Duties of National Officers**

**Section 1 – Duties of the National President**

**o) submit on a quarterly basis a written report to National Council on their responsibilities and activities since the last quarter.**

***Rationale for proposal:** National Council needs to be updated on a regular basis on the activities of the National President. Currently, the National President only reports once a year, when National Council meets, and the Committee feels like it's not enough. This will ensure that the National President is held accountable throughout the year.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: B-9-21**

**Subject: Investigation of a Local's activities**

**Originator: National Council**

**WHEREAS** a request to investigate a Local's activities is a serious process; and

**WHEREAS** the findings of the investigation could result in National Council having to put the Local in Trusteeship; and

**WHEREAS** there is currently no provision for the National President to provide a written report on their findings.

**BE IT RESOLVED THAT** the National President provides a written report to the National Council and requestor(s) of the investigation; and

**BE IT FURTHER RESOLVED THAT** a new paragraph b) and c) be added to By-law 10, Section 14 as follows:

**By-law 10 – Locals**

**Section 14**

**b) When there is a Local Executive in place, the Local Executive shall be made aware by the National President of the requested investigation.**

**c) A report on the investigation shall be provided to the requestor(s) and to National Council.**

***Rationale for proposal:** This will ensure that there is a record when the National President receives an investigation request and that should National Council have to vote to put a Local in trusteeship, they will do so fully aware of the situation.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**



**Number: B-16-21**  
**Subject: Bylaw 7 Section 1: Duties of National President**  
**Originator: Local 90011**

**Whereas:** The interpretation of Bylaws, regulations or policies is a serious responsibility and requires consistency.

**Whereas:** The past interpretations should be accessible to the National Council

**Whereas:** The membership should be aware of the current interpretation

**Be It Resolved:** That the following is added to Bylaw 7 section 1 g) Interpret the Bylaws of the union. Any interpretation so given shall be **put on record and posted on the website**, conclusive and in full force unless reversed by the National Council

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: B-4-21**  
**Subject: Duties of National Vice-Presidents**  
**Originator: National Council**

**BE IT RESOLVED THAT** a new paragraph i) be added to By-law 7, Section 2 as follows

**By-law 7 – Duties of National Officers**

**Section 2 – Duties of the National Vice-Presidents**

**i) submit on a quarterly basis a written report to National Council on their responsibilities and activities since the last quarter.**

***Rationale for proposal:** National Vice-Presidents have important portfolios and National Council needs to be aware of what National Vice-Presidents are working on. Currently, they report once a year on their activities, and the Committee feels like it's not enough for accountability principles.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: B-2-21**  
**Subject: Duties of National President**  
**Originator: National Council**

**BE IT RESOLVED THAT** By-law 7, Section 1 paragraph k) be amended as follows:

**By-law 7 – Duties of National Officers**

**Section 1 – Duties of the National President**

k) be responsible to the National Council for all monies paid to and expended by the Union and recommend **and report** on expenditures to each **scheduled annual** National Council **meeting**.

**Rationale for proposal:** current wording requires a report for all National Council meetings (e.g. conference calls, ad hoc meetings etc.), which is too troublesome and not within the original intent.

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: B-17-21**

**Subject: Bylaw 9 – Vacancies in National Officer Positions**

**Originator: Local 90011**

**Whereas:** The duties of the National Vice Presidents (NVP's) are important for the general membership

**Whereas:** The other NVP's have a significant workload and adding to it for the short term (30 days) is manageable but the longer term (greater than 30 days) is not.

**Whereas:** In the past vacancies were not filled.

**Whereas:** Regional Vice Presidents, as part of National Council should be afforded the opportunity to act in the temporary vacancy and further advance their experience in the union.

**Be it Resolved:** that we add the following to By law 9 Section 2 "...in accordance with GSU Regulation 11."

**Be it Further Resolved:** that we add a new Regulation 11 with consequential renumbering as required.

### **Regulation 11 – Replacement of the National Vice President**

**General** This regulation shall be known as the Replacement of the National Vice President Regulation and is issued under the authority of GSU By-law 9, Section 2. This Regulation explains the procedures to be followed when the GSU National Vice President is not able to perform the duties of the office due to absence or incapacity.

#### **1. Vacancy due to Absence**

**Each Regional Vice-president will be delegated to act for the National Vice President on a rotational basis. Each RVP will be so delegated for one year.**

**Notes: \*The National Vice President is considered "absent" when he or she is not able to perform the duties of the position for personal reasons such as annual leave or sickness and where a return to work is scheduled or imminent.**

#### **2. Vacancy Due to Incapacity**

**The National Council will be advised, at the earliest opportunity, of the National Vice President's incapacity and that the Regional Vice-president, as selected using the process indicated in section 1 of this Regulation, is acting as the Interim National Vice-President. The National Council shall, within one month of the vacancy;**

**• elect the National Vice President, from among the Regional Vice-presidents, using a simple majority of the secret ballots cast.**

**Notes: \*Incapacity is considered to be death or long-term sickness or disability, where a return to work is not expected.**

**\*The temporary vacancy created by the Regional Vice-president acting for the National Vice-President will be filled according to Bylaw 9 section 4.**

**A/S Kuldeep Deol / Troy MacDonnell**

To refer this resolution to the By-laws Committee and / or to the originator with the following instructions: to provide clarity and re-wording.

**MOTION CARRIED.**

Brother Howard thanked the By-laws Committee for their work.

### ***Announcements***

Brother Manchester reminded the delegates that if you want to submit questions for the All-Candidates Forum, please send an email to the GSU mailbox and your questions will be forwarded to Alex Silas, chair of All Candidates Forum.

**P.M. Session**

### **Guest Speaker: Fae Johnstone**

Brother Howard invites Sister Kelly Bush, National Vice-President, Equity to introduce to introduced Fae Johnstone. (Equity Presenter)

Fae Johnstone (she/they) is a Principal Consultant with Wisdom2Action, a 2SLGBTQ+ owned and operated consulting firm. Based on unceded and unsundered Algonquin territory (Ottawa, ON), she is a sought-after writer, activist and consultant with expertise in 2SLGBTQ+ issues, youth mental health, meaningful community engagement and queer public policy. Outside of work, Fae serves on the board of directors for YWCA Canada, supports grassroots 2SLGBTQ+ organizing and advocacy, and spends her remaining free time with her 4 ferrets. Fae can be found on Twitter at @FaeJohnstone.

Fae addressed the delegates and explained the struggles on how 2SLGBTQ+ is an immense diversity of identities and experiences and how youth and young people are struggling with their mental health. Fae brings to the table not only a passionate drive for change, but an approach informed by intersectional anti-oppression, structural social work, and lived experience.

Fae's presentation was inspirational and well received by all.

### **Fourth Report of the Credential Committee**

**M/S Andrea Lima / Azra Jusuf**

**THAT** the fourth report of the Credential Committee be adopted.

95 Accredited Delegates

8 Observers

5 Guests including Life Members

The Credentials Committee reported 95 delegates present.

MOTION CARRIED.

## Committee Reports

### Report of the General Resolutions Committee

The Convention Chairperson asked the Co-Chairpersons of the General Resolutions Committee, Sisters Kelly Bush and Shanny Doucet, to come to the microphone. Sister Bush then introduced the other members of the Committee which are stated in her report.

**Attached as Appendix 'G'**

It was indicated that all resolutions will be automatically moved and seconded by the Co-chairpersons Sisters Kelly Bush and Shanny Doucet on behalf of the Committee.

**M/S Kelly Bush / Shanny Doucet**

**Number: G-12-21**

**Subject: Unionism on Turtle Island**

**Originator: Local 90011**

**Whereas** the PSAC training "Unionism on Turtle Island" is a wonderful way for our members to learn more about Indigenous Peoples issues, and

**Whereas** Indigenous Peoples issues are issues that affect all Canadians, and

**Whereas** there are many myths about Indigenous Peoples and their issues that need to be corrected, and

**Whereas** there are huge numbers of PSAC members who have been turned away (due to limited numbers of available seats) or who are not aware of this training,

**Be it resolved** that the PSAC support and provide the "Unionism on Turtle Island" training at least once per 3-year cycle in each PSAC region across Canada.

**Rationale for proposal:** *The committee recommends concurrence as the history of the indigenous community has been long ignored and needs to be more widely known. The knowledge of the history of indigenous communities in Canada is important to building solidarity and fighting discrimination.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

This resolution will be forwarded to the PSAC 2022 National Triennial Convention.

---

**Number: G-2-21**

**Subject: Building Equity in The Union General Resolution**

**Originator: Local 90011**

**Whereas** it is important that all members have access to resources and supports in the union; and

**Whereas** the equity groups must play a role in the direction of the future of our union; and

**Whereas** each Committee has a number of positions; and

**Whereas** the priorities of the Committee are supposed to include all members;

**Be it resolved** that each GSU standing committee includes an equity group member wherever possible.

**Rationale for proposal:** *Equity seeking groups play an important role in our daily work and they have been long ignored. The inclusion of equity seeking groups in committees will ensure that those committees reflect the diversity of the members and of this union.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: G-4-21**

**Subject: PSAC Mini Training Modules**

**Originator: Local 90011**

**Whereas** PSAC offers basic training on the weekends as a cost savings measure which only reaches demographics in which members can attend training on the weekends,

**Whereas** PSAC promotes work-life balance and many members make time on the weekends to accomplish endeavors personal in nature,

**Be it resolved** that PSAC develop and deliver mini training sessions (30 minutes to 1 hour) that could be delivered by PSAC staff to locals or committees upon request.

**Rationale for proposal:** *The Committee recognizes that it may be difficult for members to attend weekend courses. The flexibility of having mini sessions (such as “lunch and learns”) on a variety of topics would be beneficial to the membership and to the PSAC, as a whole. This resolution incurs no cost and complements the accessibility of education that is already being provided by the regional offices.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

This resolution will be forwarded to the PSAC 2022 National Triennial Convention.

---

**Number: G-6-21**

**Subject: Environmental Stewardship in Conference & Training Materials**

**Originator: Local 90011**

**Whereas** unions are an important civil institution and partner in transitioning off fossil fuels and towards a sustainable, green, and ecologically sound economy, and

**Whereas** PSAC conventions, training and conferences become a focal point for the union’s overall contribution to emissions and waste, and

**Whereas** PSAC should endeavour to reduce unnecessary consumption that is a core tenant of exploitative capitalism,

**Be it resolved** that PSAC incorporate an environmental impact assessment of the procurement and material distribution practices for conventions, conferences, and training, with an objective of eliminating unnecessary consumption and waste, and

**Be it further resolved** that PSAC, supported by the Alliance Executive Committee, provide guidelines to all Regions for reducing waste, and

**Be it further resolved** that PSAC publish these guidelines on its website and supply them to all Components to encourage uniform adoption across the union.

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***Rationale for proposal: The Committee recommends concurrence with this resolution as it is not only beneficial to its members and the environment but also a cost savings to the PSAC.***

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

This resolution will be forwarded to the PSAC 2022 National Triennial Convention.

---

**Number: G-5-21**

**Subject: National young worker conference**

**Originator: Local 90011**

**Whereas** young workers are the future of every organization and the union and it is necessary to invest in and educate young workers; and

**Whereas** young workers are increasingly present and involved in political activities within our union organizing in the university and federal sector; and

**Whereas** young workers require a venue to address unique issues that affect them such as precarious work, childcare, two-tiered pensions, etc; and

**Whereas** there is significant increase in the number of young workers we represent, and the union is growing stronger; and

**Whereas** young workers committees and Regional Council elect young workers representatives in order to ensure their voice for young workers is represented within their own union structure; and

**Whereas** other large unions such as UNIFOR, CUPE and OPSEU have national young workers conferences; and

**Whereas** under our current structure of financial commitments, there is no funding to have a national young worker conference:

**Be it resolved** that PSAC organize a fully funded national Young Workers Triennial Conference to network and find solutions to integrate some of the challenges that they face as young workers.

***Rationale for proposal: A national young worker conference would create a forum for young workers to provide direction to the union. This will create a venue to collaborate and network to address unique issues that affect young workers, such as precarious work, childcare, and two-tiered pensions. This would also promote involvement among young activists.***

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

This resolution will be forwarded to the PSAC 2022 National Triennial Convention.

---

**Number: G-1-21**  
**Subject: Building Our Union (Mentorship) General Resolution**  
**Originator: Local 90011**

**Whereas** it is important that all members have access to resources and support within the union; and

**Whereas** Young Workers are the future of our union; and

**Whereas** each Committee has a number of positions; and

**Whereas** the priorities of the Committee are supposed to include all members;

**Be it resolved** that each GSU standing committee includes a young worker wherever possible.

**Be it further resolved** that the GSU Equity Committee has a young worker member from an equity group.

***Rationale for proposal:** Young workers are the future of this union and the inclusion of young workers in the process of governance is important. The committee supports young workers' participation within the GSU standing committees.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: G-8-21**  
**Subject: National Young Worker Committee**  
**Originator: Local 90011**

**Whereas** union succession is a shared priority for all PSAC regions; and

**Whereas** PSAC recognizes the need to invest in our young worker leadership development; and

**Whereas** a national young workers' committee, funded by PSAC and supported by the Alliance Executive Committee (AEC), would better equip PSAC to accomplish these goals:

**Be it resolved** that a PSAC National Young Workers' Committee (NYWC), funded once per cycle by the PSAC and supported by the AEC, be established and comprised of the young worker representatives elected from each of the PSAC regional conventions for the duration of their term; and

**Be it further resolved** that all locals be encouraged to participate in the Young Workers' Committee (YWC) networks of their respective regions; and

**Be it further resolved** that the PSAC NYWC report back to the REVP(s) who hold the young worker portfolio.

***Rationale for proposal:** The Committee recommends concurrence with this resolution due to the recognition that there are Young Workers representatives on each Regional Council across the country, and that giving Young Workers an opportunity to collaborate and network with each other aids the PSAC as a whole as it fosters leadership development within the members.*

**Committee Recommendation: Concurrence**

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**Convention Action: Carried**

This resolution will be forwarded to the PSAC 2022 National Triennial Convention.

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**Number: G-11-21**

**Subject: Delegates to Federation of Labour Conventions**

**Originator: Local 90011**

**Whereas** PSAC does not currently fund delegates to attend the Federation of Labour Convention in their respective regions with the exception of elected representatives to the Federations of Labour, and

**Whereas** PSAC supports involvement in the broader labour movement, and

**Whereas** PSAC has been encouraging more involvement by our members within the Federations of the Labour and to be more politically active,

**Be it resolved** that PSAC provide funding for the Council members to attend their respective Federation of Labour Conventions during their term of office.

***Rationale for proposal:** The committee recommends concurrence as the decisions made at the Federation of Labour impact the PSAC. These conventions give opportunities to network and build solidarity with like-minded groups.*

**Committee Recommendation: Concurrence**

**Recorded against:** ~~Leanne Moss~~, Kelly Bush

**Convention Action: Carried**

It was noted that Sister Moss did not record against this resolution. This was an error.

This resolution will be forwarded to the PSAC 2022 National Triennial Convention.

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**Number: G-13-21**

**Subject: Two-Tiered Pension Plan**

**Originator: Local 90011**

**Whereas** pensions and retirement security are important to the PSAC and its Members; and

**Whereas** PSAC members are currently subject to a two-tiered pension plan; and

**Whereas** the labour movement should never accept legislated reductions to pensions and benefits.

**Be it resolved** that PSAC lobby the Government of Canada to repeal the changes to the Public Service Superannuation Act that raised the minimum, unreduced retirement age to sixty years old with thirty years of service for anyone hired into the federal public service after January 1, 2013.

***Rationale for proposal:** The Harper government changed the Public Service Superannuation Act so that anyone hired after January 2013 will have different requirements for retirement, this has created a two-tiered system for pensions. A two-tiered pension plan goes against union principles and can be used as a tactic to divide workers within the movement.*



**Committee Recommendation: Concurrence**

**Recorded against** - Shanny Doucet, François Zarraga

**Convention Action: Carried**

This resolution will be forwarded to the PSAC 2022 National Triennial Convention.

Brother Howard thanked the delegates for a great day and for their participation in the debates. He wished everyone a wonderful evening.

***Announcements***

- Brother Manchester advised delegates that today (October 6) is the deadline to submit questions for the All-Candidate Forum.
- The Young Workers will be having a meeting this evening at 6:00 pm. You will find a Zoom link for the meeting.
- Various meetings are happening this evening, please check your emails.

**The Convention recessed at 4:30 pm until 11:30 am  
on Thursday October 7, 2021.**

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**Thursday, October 7, 2021**

**A.M. Session**

**Call to Order**

Brother Howard called the Convention to order at 11:30 a.m. on Thursday, October 7, 2021.

**Fifth Report of the Credential Committee**

**M/S Andrea Lima / Azra Jusuf**

**THAT** the fifth report of the Credential Committee be adopted.

68 Accredited Delegates  
7 Observers  
9 Guests including Life Members

The Credentials Committee reported 68 delegates present.

**MOTION CARRIED.**

***Announcements***

- Brother Howard thanked Sister Moss and Brother Hanson for the invitation to attend the Young Worker's meeting on Wednesday, October 6, 2021.
- Brother Howard reminded everyone that today is Orange Day to honour the survivors of the residential school system, their families, and communities. (Truth and Reconciliation). You should have received an orange T-shirt in your kits. Also, if you take any photos, please send a copy to the GSU National Office.

- Brother Howard explained to delegates that By-law's resolutions need a 2/3 majority to pass. Brother Howard indicated that all the By-laws that were dealt with received a 2/3 majority.
- Brother Howard informed the delegates that an Emergency Resolution was received. Brother Howard explained that Emergency resolutions may be presented to the floor of the Convention but must be submitted by National Council or at a membership meeting. He will solicit National Council and if accepted by National Council the resolution will be sent to the General Committee for its recommendation. In order to have an emergency resolution presented to the floor of the Convention, the resolution must first be accepted by a majority of the Convention.
- Brother Howard informed delegates that we have six (6) remaining By-laws resolutions and one (1) non-concurrence By-law resolution to deal with.

## **Committee Reports**

### **Report of the By-laws Resolutions Committee (Continued)**

**Number: B-5-21**

**Subject: Duties of the Regional Vice-Presidents**

**Originator: National Council (By-Laws Committee)**

**BE IT RESOLVED THAT** By-law 7, Section 3 paragraph k) be amended as follows:

#### **By-law 7 – Duties of National Officers**

##### **Section 3 – Duties of the Regional Vice-Presidents**

k) 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 as per Policy 12.

***Rationale for proposal:*** Policy 12 explains the procedure to follow to review Local's By-Laws. Referring to it in By-Law 7. Sec 3k) brings further clarity to this duty.

***Committee Recommendation: Concurrence***

***Convention Action: Carried***

**Number: B-7-21**

**Subject: Vacancies in National Officer Positions**

**Originator: National Council**

**BE IT RESOLVED THAT** a new By-law 9, Section 3 be created as follows with consequential renumbering as required.

#### **By-law 9 – Vacancies in National Officer Positions**

##### **Section 3**

**Where a National Officer is absent for two weeks or longer, the National Officer must notify the National President.**

**Rationale for proposal:** This will ensure that the National President knows when one of the National Council members is on extended leave and have the Alternate NVP or RVP step in.

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: B-1-21**  
**Subject: Duties of National President**  
**Originator: National Council**

**BE IT RESOLVED THAT** By-law 7, Section 1 paragraph e) be amended as follows:

**By-law 7 – Duties of National Officers**

**Section 1 – Duties of the National President**

e) submit to each **scheduled annual** National Council meeting a written report on their responsibilities and activities since the last **National Council** meeting.

**Rationale for proposal:** current wording requires a report for all National Council meetings (e.g. conference calls, ad hoc meetings etc.), which is too burdensome troublesome and not within the original intent.

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: B-13-21**  
**Subject: Definitions**  
**Originator: National Council**

**BE IT RESOLVED THAT** the following definitions be added to By-Law 19:

**National Officers:** Refers to members of National Council; the National President, National Vice-Presidents and Regional Vice-Presidents.

**By-Law:** By-Laws establish the general rules for the organization and can only be amended if adopted by a 2/3 majority at a GSU Triennial Convention or by a majority vote at a membership referendum (By-Law 17, s.1 and 2).

**Regulation:** A Regulation usually flows out of the By-Law and provides more specific details for the management of issues. For example, By-Law 15 deals with discipline and Regulation 10 outlines the procedures for handling that discipline. Regulations can be adopted or amended by a clear majority vote by National Council between Conventions but must be ratified at the next GSU Convention.

**Policy:** Policies are meant to give a general direction to GSU on issues outside the By-Laws and Regulations. Policies can be adopted or amended by a clear majority vote by National Council between Conventions but must be ratified at the next GSU Convention.

**Clear Majority:** Voting requirement of at least half of the vote + 1. For example, if 15 votes are cast, a clear majority would require 8 votes for a motion to be carried.

**Two-thirds Majority:** Voting requirement of at least two-thirds of all ballots cast. For example, if 15 votes are cast, a two-thirds majority would require at least 10 votes for a motion to be carried.

**Note:** This resolution was ruled out of order as B-14-21 was previously adopted by the Convention Floor.

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**Number: B-11-21**  
**Subject: Triennial National Conventions – Fraternal Delegates**  
**Originator: National Council**

**WHEREAS** The Fraternal Delegates are no longer applicable; and

**WHEREAS** in April 2017, National Council recommended striking Section 16 of By-law 12 but never brought forward a resolution at the 2017 Convention.

**BE IT RESOLVED THAT** Section 16 of By-law 12 be removed from By-law 12.

***Rationale for proposal:** Fraternal Delegates are no longer applicable. By-law amendments must be adopted by a 2/3 majority vote at Convention.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: B-6-21**  
**Subject: Election of National Officers – Accountability Accord**  
**Originator: National Council**

**WHEREAS** in April 2017 National Council deleted Regulation 13 – GSU Elected Officers Accountability Accord,

**BE IT RESOLVED THAT** By-law 8, Section 9 be removed from By-law 8.

***Rationale for proposal:** Accountability Accord no longer exists in GSU Regulations.*

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

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**Number: B-15-21**  
**Subject: Create a GSU Equity Mentor Committee**  
**Originator: National Council**

**Whereas:** It is important that all members have access to resources and supports in the union; and

**Whereas:** The Regional Vice Presidents (RVP's) are normally responsible for mentoring; and

**Whereas:** New equity group members may feel more comfortable with other experienced equity group members providing advice and guidance on union related matters; and

**Whereas:** The priority of the GSU Equity Committee is to grow equity in the union;

**Be it Resolved:** That we add to By-law 7, Section 3 a new f) with consequential re-lettering: **be responsible for contacting the GSU equity committee when there is an upcoming AGM where elections are taking place.**

**Be it Further Resolved:** that the National President supports the attendance of someone from the GSU equity committee at the AGM, and both 30 days before and the day before the AGM date.

**Committee Recommendation: Non-Concurrence**

**Convention Action: Carried**

Brother Howard stated that the Convention floor dealt with all of the By-laws resolutions that were submitted. He thanked the committee members and the resource staff Sister Barrette and Brother Manchester for the work well done on the By-laws.

Brother Howard reiterated that all By-laws were passed with a 2/3 majority.

Since Convention finished dealing with the By-laws resolutions, Brother Howard advised the Convention floor that we would take a longer lunch.

### ***Point of Privilege***

Sister Moss reminded that Convention approved the agenda and that we should not recess for an earlier lunch at this time, as we still have some unfinished General resolutions to deal with. This comment was echoed by Sisters Rousseau and Parent.

Brother Howard continued with convention business.

## **Committee Reports**

### **Report of the General Resolutions Committee (Continued)**

**Number: G-3-21**  
**Subject: Part-time Scholarship**  
**Originator: Local 90011**

**Whereas** the existing scholarship funding provided by PSAC is an investment in the success and engagement of our membership, and

**Whereas** the current PSAC scholarships allocate more opportunities for full-time student applicants, and

**Whereas** the union benefits from recognizing the role of part-time studies in advancing the career and personal objectives of members,

**Be it resolved that** PSAC increase the annual scholarship to three (3) \$1,000 awards for part-time studies (Certificates, Diplomas, and University Degrees, etc.) available to members who are working while studying, this fund be managed by the AEC.

***Rationale for proposal:*** *The committee recommends non-concurrence as there are already 14 scholarships offered by PSAC. Scholarships are currently worth between \$1000 and \$4000.*

**Committee Recommendation: Non-Concurrence**

**Recorded against:** Leanne Moss

**Convention Action: Carried**

**Number: G-7-21**  
**Subject: Post-Graduate Scholarship**  
**Originator: Local 90011**

**Whereas** the existing scholarship funding provided by PSAC is an investment in the success and engagement of our membership, and

**Whereas** the current PSAC scholarship application criteria better suit the needs of undergraduate student applicants, and

**Whereas** the union benefits from acknowledging the needs of members and from recognizing the role of graduate-level studies in contributing to the Canadian economy and union,

**Be it resolved that** PSAC establish an annual scholarship in the amount of two (2) \$3,000 awards for graduate-level studies (Post-Graduate Certificate, Master, Professional and Doctoral Degrees) and the funds be managed by the AEC.

**Rationale for proposal:** *The committee recommends non-concurrence as there are already scholarships offered by PSAC and post-graduate students can apply for other scholarships.*

**Committee Recommendation: Non-Concurrence**

**Recorded against:** Leanne Moss, Michèle Parent

**Convention Action: Carried**

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**Number: G-9-21**  
**Subject: Young Worker Delegates at the Triennial PSAC Regional Convention**  
**Originator: Local 90011**

**Whereas** under our current delegate entitlement for the Triennial PSAC Regional Conventions, only one young worker delegate is selected from each Young Workers Committee in the region; and

**Whereas** union succession should be a priority for all PSAC regions, and

**Whereas** PSAC should recognize the need to invest in our young workers leadership development,

**Be it resolved** that the formula for fully funded conventions be modified to include two young workers from each Young Workers Committee in the region;

**Be it further resolved** that Section 16 sub section (6), (g) of the PSAC Constitution be amended as follows;

“Each Regional Young Workers Committee shall be entitled to elect **(1) (2)** delegates;”.

**Rationale for proposal:** *The committee recommends the non concurrence of this resolution as young workers who would like to be delegates can join committees through other means of election.*

**Committee Recommendation: Non-Concurrence**

**Recorded against:** Leanne Moss

**Convention Action: Carried**

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**Number: G-10-21**  
**Subject: Young Worker Delegates at the Triennial PSAC National Convention**  
**Originator: Local 90011**

**Whereas** under our current delegate entitlement for the Triennial PSAC National Conventions, there are no delegate seats specifically allocated to young workers; and

**Whereas** young workers are underrepresented at the PSAC National Convention; and

**Whereas** union succession should be a priority for all PSAC regions, and

**Whereas** PSAC should recognize the need to invest in our young worker leadership development,

**Be it resolved that** each Young Workers Committee be entitled to a delegate at the PSAC National Convention; and

**Be it further resolved that** Section 15 of the PSAC Constitution be amended to include the following.

**“Sub section (7)**

Young Worker Committees shall have the right to elect at a general membership meeting, held within a period of not more than twelve (12) months and not less than six (6) months prior to the commencement of the regular National Triennial Convention of the PSAC, a delegate to the forthcoming PSAC Convention.”

***Rationale for proposal:*** *The committee’s recommendation of non-concurrence for this resolution is that the young workers already have the means to be elected through their locals and regional convention to be a delegate at the PSAC triennial convention*

***Committee Recommendation: Non-Concurrence***

***Recorded against:*** *Leanne Moss*

***Convention Action: Carried***

Brother Howard indicated that this concludes all of GSU Convention business. He thanked the members of the committees and resource staff for their great work. He thanked the Convention floor for respectful debates. Convention floor will deal with the Emergency Resolution after the All-Candidates Forum.

**PM Session**

## **All Candidate Forum**

Brother Howard introduced Brother Alex Silas to facilitate the All-Candidates Forum. Brother Silas explained the process of the candidates’ debates.

Brother Silas announced that the following submitted their names for the position of National President: Brothers Randy Howard and Bruce Roy.

They addressed the delegates and answered questions.

Brother Silas thanked the two delegates for participating in the debate.

Brother Silas announced that the following submitted their names for the position of National Vice-Presidents: Sisters Michèle Parent, Martine Babcook and Brother Kevin Hanson.

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

They addressed the delegates and answered questions.

Brother Silas thanked the delegates for participating in the debate.

## **Sixth Report of the Credential Committee**

**M/S Andrea Lima / Azra Jusuf**

**THAT** the sixth report of the Credential Committee be adopted.

99 Accredited Delegates

8 Observers

5 Guests including Life Members

The Credentials Committee reported 99 delegates present.

**MOTION CARRIED.**

## **Emergency Resolution Number 1**

Brother Howard explained in order to have an emergency resolution presented to the floor of the Convention, the resolution must first be accepted by a majority of the Convention.

**M/S Gerry Finnigan / Melissa Furman**

**THAT** the Convention delegates accept Emergency Resolution Number 1 and that this resolution be forwarded to the General Committee for recommendation to be voted on.

**M/S Kelly Bush / Shanny Doucet**

Sister Bush read the emergency resolution #1 as follows:

**Whereas:** The Prime Minister announced on Wednesday October 6<sup>th</sup> that every government employee must be vaccinated or placed on leave without pay.

**And Whereas:** There was insufficient consultation with the union

**And Whereas:** This impacts the economic wellbeing of our membership

**And Whereas:** The membership is forced to make a choice between their livelihoods and the right to choose what goes into their own bodies.

**Be it Resolved that:** GSU / PSAC files a Policy grievance

**Be it Further resolved that:** GSU works with the PSAC to raise the issue of Forced Leave Without Pay at the Bargaining Table along with ensuring accommodations requests are responded to in a timely manner.

**Be it Further resolved that:** PSAC uses its influence to engage with the CLC to lobby the federal government for increased accountability to the taxpayers for adequate health care budgets.



**Rationale:** Although the government said that there would be duty to accommodate exemptions (religious or medical) the right to choose is not recognized. The General Resolution Committee supports the right to choose.

Upon receiving a request for a secret ballot, the Chair called for those in favour of a secret ballot on resolution the Emergency resolution #1. The Chair noted that more than 71 delegates wished for a secret ballot and so it was ordered.

### ***Point of Privilege***

Sister Hamel requested that the motion be re-read.

**M/S Kevin Hanson / Irene Georgieva**

To conduct a secret ballot.

**MOTION CARRIED.**

**Committee Recommendation: Concurrence**

**Convention Action: Carried**

**Results:** 67 in favour and 24 against

This emergency resolution will be forwarded to the PSAC.

The emergency resolution was the last item of business. Once again, Brother Howard indicated that all convention business was dealt with.

Brother Howard thanked Brothers Aylward and Silas, the Staff, the Interpreters, the Encore staff, and Brother Mark Brunell, technical advisor for the work that they do.

### ***Announcements***

Brother Manchester reminded everyone that on Friday, October 8, 2021, the session will start at 11:00 am.

**The Convention recessed at 4:30 pm until 11:00 am  
Friday, October 8, 2021.**

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## **Friday, October 8, 2021**

**A.M. Session**

### **Call to Order**

Brother Randy Howard called the Convention to order at 11:00 a.m. on Friday, October 8, 2021. He thanked everyone involved in organizing a successful virtual convention.

### **Seventh Report of the Credential Committee**

**M/S Azra Jusuf / Andrea Lima**

**THAT** the seventh report of the Credential Committee be adopted:

83 Accredited Delegates

- 7 Observers
- 4 Guests including Life Members

**MOTION CARRIED.**

The Credentials Committee reported 83 accredited delegates present.

Brother Howard introduced Brother Chris Aylward, PSAC National President and Chairperson of the Election. Brother Aylward assumed the Chair (11:05 a.m.) He then proceeded to explain the election procedures. He informed the Convention floor that GSU will be conducting the elections using voting electronic devices.

**Election of the National President**

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

- Randy Howard** nominated by Monica Mercier and seconded by Anthony Drozdowski.
- Bruce Roy** nominated by Troy MacDonnell and seconded by Nicole Rousseau.

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

- Kelly Bush** nominated by Azra Jusuf and seconded by Melissa Furman.

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

***Results of the Elections for National President***

Number of votes received:

Name	1st Ballot
Bruce Roy	59
Randy Howard	33
Kelly Bush	8

Brother Chris Aylward declared Brother Bruce Roy as GSU National President.

**Election of the National Vice-President, Equity**

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

- Kelly Bush** nominated by Shanny Doucet and seconded by Sue Boone.

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

***Results of the Elections for National Vice-President, Equity***

Brother Chris Aylward declared Sister Kelly Bush acclaimed as GSU National Vice-President, Equity.

**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:

- Michèle Parent** nominated by Sonia Gagné and seconded by Isabelle Charette.
- Martine Babcook** nominated by Jeff Tessier and seconded by Kelly Votto.

**Kevin Hanson** nominated by François Zarraga and seconded by Edith Germain. No other nominations were received from the floor of the Convention.

### ***Results of the First election for National Vice-Presidents***

Number of votes received:

Name	1st Election
<b>Kevin Hanson</b>	<b>52</b>
Martine Babcook	29
Michèle Parent	19

Brother Chris Aylward declared Brother Kevin Hanson as GSU National Vice-President.

### ***Results of the Second election for National Vice-Presidents***

Number of votes received:

Name	2nd Election
<b>Martine Babcook</b>	<b>58</b>
Michèle Parent	42

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

### ***Point of Privilege***

Brother Bruce Roy, newly elected GSU National President, thanked his nominator and seconder. He thanked everyone involved for their hard work and dedication for a successful campaign and he is looking forward working with everyone.

Sister Michèle Parent thanked her nominator and seconder for their support. She congratulated Sisters Babcook and Bush.

Brother Kevin Hanson thanked his nominator and seconder. He thanked everyone for their votes and support and congratulated Brother Roy, Sisters Babcook and Bush. He also thanked Sister Parent. He thanked Brother Howard for his work and commitment to GSU.

Sister Bush thanked her nominator and seconder and everyone for their votes and support. She congratulated Brother Roy and thanked Brother Howard for his dedication and support.

### ***Election for the Regional Vice-Presidents***

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

National Capital Region:	Brother Chris Aylward, PSAC National President
Atlantic Region:	Brother Alex Silas, REVP, NCR
Quebec Region:	Brother Alex Silas, REVP, NCR
Ontario Region:	Brother Jason Manchester, GSU Staff
Western Region:	Sister Stephanie Ehler, GSU Staff
Pacific Region:	Brother Jason Manchester, GSU Staff

**Results of Elections for Regional Vice-Presidents****\*Elected to attend the 2022 PSAC Convention**

<b>Regional Vice-Presidents Atlantic Region</b> *Anthony Drozdowski – Nova Scotia Shanny Doucet – NB, PEI Leanne Moss – Nfld & Labrador	<b>Alternates RVP Atlantic Region</b> Denis LeBlanc – Nova Scotia Mike LeBlanc – NB, PEI Liam Kieley – Nfld and Labrador
<b>Regional Vice-Presidents, Quebec Region</b> *Mélanie Hamel – East Michèle Parent – West	<b>Alternates RVP Quebec Region</b> Sébastien Sinclair – West Stéphanie Rochon - East
<b>Regional Vice-Presidents, Ontario Region</b> *Azra Jusuf Sue Boone	<b>Alternates RVP Ontario Region</b> Gabriela Vieira (Alternate to Azra Jusuf) Pia Bahile (Alternate to Sue Boone)
<b>Regional Vice-Presidents, National Capital Region</b> * Steve Colterman Paul Paquette Nicole Rousseau William Tait	<b>Alternates RVP NCR Region</b> Grant Russell François Zarraga Lyne A. Michaud Suzanne Sirois
<b>Regional Vice-Presidents, Western Region</b> *Heather Rawlins – AB, NWT, Nunavut Sheldon Jacobs – Saskatchewan, Manitoba	<b>Alternates RVP Western Region</b> Chantal Umphrey – AB, NWT, Nunavut Damon Hawley – Saskatchewan, Manitoba
<b>Regional Vice-Presidents, Pacific Region</b> *Reni Stein – Vancouver Island, the remainder of British Columbia and the Yukon Territories Linda Harding – Lower British Columbia Mainland and Vancouver	<b>Alternates RVP Pacific Region</b> Kuldeep Deol – Vancouver Island the remainder of British Columbia and the Yukon Territories Michelle Simard – Lower British Columbia Mainland and Vancouver
<b>Regional Vice-President, Royal Canadian Mint</b> *Jeanette Fillion – RCM Ottawa and Winnipeg	<b>Alternate Regional Vice-President, RCM</b> Joel Kowerko

**Election of GSU Delegates to the PSAC National Triennial Convention**

This is the process for electing delegates to the PSAC National Convention:

As per Regulation 12 a) – “The Component President is automatically a PSAC delegate as a member of the PSAC National Board of Directors.”

As per Regulation 12 b) – “The three National Vice-presidents shall be automatic GSU delegates to the PSAC Convention.”

As per Regulation 12 c) – “Each regional caucus shall nominate and elect one RVP from that caucus to be a delegate to the PSAC Triennial Convention.” This procedure will be forwarded to the chairs of the regional caucuses.”

As per Regulation 12 d) – “The remaining delegates that GSU is entitled to send to the PSAC National Convention will be elected from the plenary floor” We will use the following process:

At the designated time, the Chair of the election will ask for nominations from the floor. Delegates will go the microphone and self-nominate. The seconders will be using a button on the online platform to confirm their nomination.

The Chair will inform the delegates of the number of delegate seats (10) remaining to be filled and how many alternates we need (10). The Chair will then instruct delegates to indicate that number of candidates on their ballot (20).

The nominees receiving the highest number of votes shall be declared elected and ranked in descending order based on the number of votes that they received.

The remaining nominees shall be declared elected as Alternate delegates and ranked in descending order based on the number of votes they received.

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

The following delegates were nominated as GSU Delegates from the plenary floor to the PSAC National Triennial Convention in 2022.

<b>Jeanette Fillion</b>	nominated by Kelly Votto and seconded by Jeffrey Tessier.
<b>Michèle Parent</b>	nominated by Mélanie Hamel and seconded by Kelly Bush.
<b>Sue Boone</b>	nominated by Azra Jusuf and seconded by Pia Bahile.
<b>Leanne Moss</b>	nominated by Kevin Hanson and seconded by Mike Leblanc.
<b>Nicole Rousseau</b>	self nominated and seconded by Anthony Drozdowski.
<b>Kyle MacDonald</b>	nominated by William Tait and seconded by Kenny Kashirahamwe.
<b>Candice Carroll</b>	nominated by Gerry Finnigan and seconded by Robert Barclay.
<b>Heather Rawlins</b>	nominated by Sheldon Jacobs and seconded by Alex Stimpson.
<b>Linda Harding</b>	nominated by Reni Stein and seconded by Kuldeep Deol.
<b>Edith Germain</b>	nominated by Steve Colterman and seconded by Omar Ghandour.
<b>Liliana Manolache</b>	nominated by Azra Jusuf and seconded by Martine Babcook.
<b>Shanny Doucet</b>	nominated by Mike LeBlanc and seconded by Marc Dedam.
<b>Mike Leblanc</b>	nominated by Shanny Doucet and seconded by Jeanette Fillion.
<b>Darren Smith</b>	nominated by Michael Murphy and seconded by Troy MacDonnell.
<b>Lyne Michaud</b>	nominated by Edith Germain and seconded by Karine Malenfant.
<b>Daniel Arseneault</b>	nominated by Marie-Hélène Cloutier and seconded by Azra Jusuf.
<b>Gabriela Vieira</b>	nominated by Pia Bahile and seconded by Debi Bannon.
<b>Andrea Lima</b>	nominated by Reni Stein and seconded by Martine Babcook
<b>Stéphanie Rochon</b>	nominated by Sébastien Sinclair and seconded by Steve Colterman
<b>Margarita Brovina</b>	nominated by William Tait and seconded by Kyle MacDonald
<b>Gisele</b>	self nominated and seconded by Denis LeBlanc

**Weingartshofer****Isabelle Charette** nominated by Marie-Josée Lapointe and seconded by Martine Babcook**Sébastien Sinclair** nominated by Marie-Hélène Cloutier and seconded by Nathalie Robar**Debbie Lewis** nominated by Matthew Fields and seconded by Anthony Drozdowski**Pia Bahile** nominated by Azra Jusuf and seconded by Sue Boone**Matthew Fields** nominated by Candice Carroll and seconded by Robert Barclay***Results of GSU Delegates to the PSAC National Triennial Convention***

<b>Name</b>	
Michèle Parent	83.33
Leanne Moss	78.89
Nicole Rousseau	77.78
Shanny Doucet	68.89
Kyle MacDonald	62.22
Kelly Votto	60.00
Sheldon Jacobs	60.00
Candice Carroll	47.78
Linda Harding	47.78
Mike LeBlanc	42.22

***Results of GSU Alternates Delegates to the PSAC National Triennial Convention in 2022***

<b>Name</b>	
Sue Boone	35.56
Lyne A. Michaud	33.33
Sébastien Sinclair	31.11
Matthew Fields	30.00
Darren Smith	28.89
Edith Germain	24.44
Stéphanie Rochon	24.44
Isabelle Charrette	24.44
Andrea Lima	23.33
Pia Bahile	22.22

**Oath of Office**

Brother Alex Silas administered the Oath of Office to the newly elected officers. He thanked GSU for inviting him and that he really enjoyed working with GSU!

### ***Announcement***

Brother Howard resumed the chair at 4:31 p.m. Brother Howard thanked Brother Aylward for conducting the elections. Brother Howard indicated that all convention business was dealt with. Brother Howard addressed the delegates, observers and guests and thanked everyone. He thanked the staff and everyone behind the scene for a job well done. He handed over the chair to the newly elected GSU National President Bruce Roy and as his first official duty, Brother Roy is to adjourn convention. Brother Roy thanked everyone and reminded National Council that a meeting will be held shortly after the GSU 8<sup>th</sup> Triennial Convention adjourns.

### **Adjournment of Convention**

The Convention adjourned at 4:34 pm.

**Appendix 'A' – Delegates and Observers at Convention**

Abo El Ella	Mohammed	70024
Agah	Sina	70013
Anderson	Darry	30001
Armstrong	Heather	70013
Arseneault	Daniel	10011
Azzi	Leila	70055
<b>Babcook</b>	<b>Martine</b>	<b>NVP/VPN</b>
Bahile	Pia	00027
Bakal	Mukhtar	70055
Bannon	Debi	00031
Barclay	Robert	60018
<b>Boone</b>	<b>Sue</b>	<b>NC/CN</b>
Brideau	Jean-Marie	60018
Brovina	Margarita	70013
<b>Bush</b>	<b>Kelly</b>	<b>NVP, Equity VPN Équité</b>
Carroll	Candice	60018
Carter	Russel	60009
Charette	Isabelle	10060
Cloutier	Marie- Hélène	10011
<b>Colterman</b>	<b>Steve</b>	<b>NC/CN</b>
Conduah	Emmanuel	70055
Dedam	Mark	60011
Deol	Kuldeep	20001
Derrick	Jean	70019
<b>Doucet</b>	<b>Shanny</b>	<b>CN/NC</b>
<b>Drozdowski</b>	<b>Anthony</b>	<b>NC/CN</b>
Fields	Matthew	60018
<b>Fillion</b>	<b>Jeanette</b>	<b>NC/CN</b>
Finnigan	Gerry	60018
Flynn	James	70013
Furman	Melissa	60011
Gagné	Sonia	10060
Gagné	Robin	10161

Gagnon	Robert	70055
Gagnon- Crabtree	Julien	70019
Georgieva	Irene	70013
Germain	Edith	70055
Ghandour	Omar	70055
Gill	Manpreet	20008
Grant	Darryl	50057
Grondin	Louis-Felix	70019
<b>Hamel</b>	<b>Mélanie</b>	<b>CN/NC</b>
<b>Hanson</b>	<b>Kevin</b>	<b>NC/CN</b>
<b>Harding</b>	<b>Linda</b>	<b>NC/CN</b>
Harris	Gena	50002
Hawley	Damon	50002
Hobbs	Christopher	70024
<b>Howard</b>	<b>Randy</b>	<b>NP/PN</b>
<b>Jacobs</b>	<b>Sheldon</b>	<b>NC/CN</b>
<b>Jusuf</b>	<b>Azra</b>	<b>NC/CN</b>
Kajan	Hassen	70055
Kampic	Russell	50058
Kashirahamwe	Kenny	70013
Kieley	Liam	90011
Labelle	Pierre	70017
Ladouceur	Pascal	70013
Landriault	Benoit	70017
Lapointe	Marie- Josée	10060
Larivière	Norman	70023
LeBlanc	Mike	60018
LeBlanc	Denis	80052
Leblanc	Ian	70020
Lewis	Debbie	60018
Lima	Andrea	20008
MacDonald	Darren	60011
MacDonald	Kyle	70013



MacDonnell	Troy	60011
Maksymiak	Larissa	70013
Malenfant	Karine	70017
Manolache	Liliana	00027
Mayer	Shannon	40007
Mazerolle	Fanie	60009
McNally	John	70013
Mercier	Monica	70019
Mesnic	John	70019
Michaud	Lyne A	70013
<b>Moss</b>	<b>Leanne</b>	<b>NC/CN</b>
Mousseau	Marc	70013
Murphy	Michael	90031
<b>Paquette</b>	<b>Paul</b>	<b>NC/CN</b>
<b>Parent</b>	<b>Michèle</b>	<b>CN/NC</b>
Pazdor	Simon	50002
Petkau	Lyndsay	60011
<b>Rawlins</b>	<b>Heather</b>	<b>NC/CN</b>
Robar	Nathalie	70017
<b>Rousseau</b>	<b>Nicole</b>	<b>CN/NC</b>
<b>Roy</b>	<b>Bruce</b>	<b>VPN/NVP</b>
Russell	Grant	70020
Sahin-Canturk	Pinar	70017
Sanchez	Sofia	70017
Sangiorgi	Sonia	70055
Savard	Sophie	70019
Schauer	Janice	70019
Sheldrick	Rob	70019
Sinclair	Sébastien	10161
Sirois	Suzanne	70017
Smith	Darren	60011
Stang	Erin	30001
<b>Stein</b>	<b>Reni</b>	<b>NC/CN</b>
Stimpson	Alex	70019

Tait	William	70013
Tam	Tanya	70013
Tessier	Jeff	70024
Thomas	John	70055
Thorburn	Shawna	70019
Umphrey	Chantal	30401
Votto	Kelly	50057
Waltenbury	Chris	70013
Warne	Greg Scott	70013
Weingartshofer	Gisele	80052
Zarraga	François	70017

### Observers at Convention

Cleemoff	Daniel	20001
Deutscher	Mark	20008
Gauthier	Stephanie	10060
Greer	Susan	90011
Kowerko	Joel	50057
McHugh	Chris	90011
Nangreaves	Allan	70024
Renaud	Danny	10011
Rochon	Stephanie	10011
Thomson	David	00027
Vieira	Gabriella	00027

## Appendix 'B' – Convention Agenda



### 8th Triennial GSU Convention

#### Virtual Convention - October 5 to 8 2021 Agenda

Monday, October 4, 2021		
1:00 PM	<b>Training:</b> Virtual Platform Training (Encore Presentation) Rules of Order Training (Randy Howard, NP)	Convention Platform
2:30 PM	Break	
3:00 PM	Training for Committee Co-chairs	
4:00 PM	Training of guests	

Tuesday, October 5, 2021		
11:30 AM	<b>Official Opening</b> <ul style="list-style-type: none"> <li>• Indigenous Opening &amp; Closing Ceremonies</li> <li>• Solidarity Forever</li> <li>• Announcements and Introductions</li> <li>• GSU Statement on Harassment</li> <li>• Honour Roll Call / Moment of silence</li> <li>• First report of the Credentials Committee</li> <li>• Adoption of Rules of Order</li> <li>• Adoption of Convention Agenda</li> <li>• Ratification of Convention Committees</li> <li>• Ratification of GSU Regulations and Policies adopted by National Council</li> <li>• Nominations Committee</li> <li>• Address of Randy Howard, GSU National President</li> </ul>	Plenary
1:10 PM	Lunch	
2:00 PM	Credential Committee Report Address of Chris Aylward, PSAC National President	Plenary
2:30 PM	Finance Resolutions Committee – Adoption of Budget	Plenary
3:15 PM	Break	

3:45 PM	Finance Resolutions Committee (Con't) By-Laws Resolutions Committee (If time permits)	Plenary
4:30 PM	Announcements and Recess of Session	

**Wednesday, October 6, 2021**

11:30 AM	Call to Order and Announcements Credentials Committee Report Finance Resolutions Committee (if not completed on Oct. 5) By-Laws Resolutions Committee (Con't)	
1:10 PM	Lunch	Plenary
2:00 PM	Equity Presentation (Fae Johnstone)	Plenary
2:45 PM	Credentials Committee Report General Resolutions Committee	
3:15 PM	Break	
3:45 PM	General Resolutions Committee (Con't)	Plenary
4:30 PM	Announcements and Recess of Session	

**Thursday, October 7, 2021**

11:30 AM	Call to Order and Announcements Credentials Committee Report By-Laws Resolutions Committee (if not completed on Oct. 6) General Resolutions Committee (Con't)	
1:10 PM	Lunch	Plenary
2:00 PM 2:05 PM 2:40 PM	Credentials Committee Report All Candidates Forum: <ul style="list-style-type: none"> <li>• National President</li> <li>• National Vice-President, Equity</li> <li>• National Vice-Presidents</li> </ul> Chaired by Alex Silas, REVP NCR	Plenary
3:15 PM	Break	
3:45 PM	General Resolutions Committee (Con't)	Plenary
4:30 PM	Announcements and Recess of Session	

	<b>Friday, October 8, 2021</b>	
11:00 AM	Call to Order and Announcements Credentials Committee Report Election of Officers Chaired by Chris Aylward, PSAC National President <ul style="list-style-type: none"> <li>• Introduction to Electronic Voting</li> <li>• Report of the Nominations Committee</li> <li>• Election of National President</li> <li>• Election of National Vice-President, Equity (one/1 position)</li> <li>• Election of National Vice-Presidents (two/2 positions)</li> </ul>	Plenary
12:30 PM	<b>Lunch for the following regions</b> <ul style="list-style-type: none"> <li>• Ontario Region</li> <li>• Quebec Region</li> <li>• Royal Canadian Mint</li> </ul>	
12:30 PM	<b>Caucus Elections for Regional Vice-Presidents</b> <ul style="list-style-type: none"> <li>• Atlantic Region</li> <li>• National Capital Region</li> <li>• Pacific Region</li> <li>• Western Region</li> </ul>	Break Out Rooms
1:30 PM	<b>Lunch for the following regions</b> <ul style="list-style-type: none"> <li>• Atlantic Region</li> <li>• National Capital Region</li> <li>• Pacific Region</li> <li>• Western Region</li> </ul>	
1:30 PM	<b>Caucus Elections for Regional Vice-Presidents</b> <ul style="list-style-type: none"> <li>• Ontario Region</li> <li>• Quebec Region</li> <li>• Royal Canadian Mint</li> </ul>	Break Out Rooms
2:30 PM	Break	
3:00 PM	Elections of Delegates to the 2022 PSAC Convention	
4:30 PM	Administration of Oath of Office for GSU National Council Closing of the 8th Triennial GSU Convention	Plenary
5:00 PM	First meeting of the new GSU National Council	

**Appendix 'C' – Ratification of Convention Committees 2021**

**Ratification des comités du Congrès 2021**

<b>General Resolutions Committee Comité des résolutions générales</b>	<b>By-Laws Resolutions Committee Comité des règlements et des politiques</b>	<b>Finance Resolutions Committee Comité des résolutions des finances</b>
<b>Co-Chairpersons Co-présidentes</b> Kelly Bush Shanny Doucet	<b>Co-Chairperson Co-président(e)</b> Bruce Roy Reni Stein	<b>Co-Chairpersons Co-présidentes</b> Martine Babcook Nicole Rousseau
Sheldon Jacobs	Sue Boone	Russel Carter
Azra Jusuf	Sonia Gagné	Steve Colterman
Leanne Moss	Mélanie Hamel	Anthony Drozdowski
Paul Paquette	Troy MacDonnell	Jeanette Fillion
Michèle Parent	Liliana Manolache	Kevin Hanson
Heather Rawlins	Kelly Votto	Linda Harding
François Zarraga		Gena Harris
		Jeff Tessier
<b>Nominations Committee Comité des nominations</b>	<b>Credentials Committee Comité d'accréditation</b>	
Kuldeep Deol Jeanette Fillion	Azra Jusuf Andrea Lima	

## **Appendix 'D' – Nominations Committee**



Jeanette Fillion – RVP – Royal Canadian Mint  
Kuldeep Deol – Local President 20001

The committee was chaired by Sister Fillion on October 6, 2021, scheduled from 4:45pm-5:54pm EST. There were 12 nominations received before 12:00pm on October 6, 2021. The committee reviewed all 12 nominations. All 12 nominations were accepted and revised. All had opportunity to record against if they wished.

The following nominations were received for each position in order of receipt.

### National President

1. Randy Howard (received September 23 at 9h38 EST)  
Moved by Monica Mercier, seconded by Anthony Drozdowski
2. Bruce Roy (received September 24 at 2h36 EST)  
Moved by Troy MacDonnell, seconded by Nicole Rousseau

### National Vice-President

1. Michèle Parent (received September 9 at 11h33 EST)  
Moved by Sonia Gagné and seconded by Isabelle Charette
2. Martine Babcook (received September 13 at 2h46 WST)  
Moved by Jeannette Fillion and seconded by Kelly Votto
3. Kevin Hanson (received September 23 at 3h12 EST)  
Moved by Francois Zarraga and seconded by Edith Germain

### National Vice-President, Equity

1. Kelly Bush (received September 29 at 3h03 (Atlantic Time))  
Moved by Shanny Doucet and seconded by Sue Soubra-Boone

### Regional Vice-President

1. Atlantic Region
  - a. Newfoundland & Labrador
    - i. Leanne Moss (received October 5 at 7h29 (Atlantic Time))  
Moved by Liam Kieley and seconded by Kelly Bush

- b. New Brunswick & PEI
  - i. Shanny Doucet (received September 29 at 5h28 (Atlantic Time)  
Moved by Troy MacDonnell and seconded Mike LeBlanc
- 2. National Capital Region
  - a. Russel Grant (received September 29 at 7h22 (EST)  
Moved by Ian Leblanc and seconded by **XXX**
- 3. Ontario
  - a. Sue Boone (received September 9 at 11h38 (EST)  
Moved by Azra Jusuf and seconded by Debi Bannon
  - b. Azra Jusuf (received September 16 at 4h49 (EST)  
Moved by Sue Boone and seconded by **XXX**

Alternate Regional Vice-President

- 1. Atlantic Region
  - a. New Brunswick & PEI
    - i. Mike LeBlanc (received September 23 at 1h33 (Atlantic Time)  
Moved by Shanny Doucet and seconded by Matthew Fields

The committee had respectful effective debate.

The committee wish to thank the GSU staff, Technical Advisor David Girard for his support during the committee's work.

Respectfully Submitted, Jeanette and Kuldeep



***Appendix 'E' – Ratification of Regulations and Policies to the GSU 8th Triennial Convention***

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**REGULATIONS**

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Regulation 4, Section 9 – Expenses for members on GSU business

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Regulation 5 – GSU Standing Committees

Regulation 6 – Financial Review Committee

Regulation 7 – Life Memberships, Honorary Memberships and Awards of Merit

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Regulation 13 – Selection of delegates for Conferences and Seminars

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Policy 8 – GSU Annual Bursaries Policies

Policy 14 – Grievances Representation

Policy 15 – Local Annual General Meeting Subsidy

## **REGULATIONS**

### Regulation 2, Bylaw 6, Section 4

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Date approved May 31, 2021

If the office of Local President becomes vacant for any reason, the Local Vice-president will fill the position, in accordance with Local By-law-8 7, Section 2a). If an elected office other than Local President becomes vacant for any reason, the Local Executive Committee may appoint a replacement on an interim basis **from among the Members in Good Standing of the local**. At the next General Membership Meeting the Executive must conduct an election, following the procedure outlined in the PSAC Rules of Order, to fill ~~the any~~ vacant position **or any position held on an interim basis** for the remainder of the original term of office.

### Regulation 4, Section 9 – Expenses for members on GSU

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Date approved April 20, 2021 / Date d'approbation 20 avril 2021

#### ~~9. Miscellaneous Expense Allowance~~

~~In lieu of the payment of other miscellaneous expenses (e.g. reasonable hospitality) all GSU National Officers shall be paid an allowance of \$100.00 per month. This allowance shall be paid quarterly upon receipt of a completed expense claim.~~

#### **9 Miscellaneous Expenses**

##### **b) Miscellaneous Expenses on member claims:**

- i. All miscellaneous expenses except tips shall be listed on the claim in the section named “Other” and a receipt must be attached;**
- ii. Tips: A reasonable amount of tip will be reimbursed, examples include bell persons and housekeeping at hotels, however, not included, tips at restaurants. Tips can be listed in the “Other” section of the claim and does not require a receipt.**

##### **c) Miscellaneous Expenses for National Council members:**

- i. Officers of the National Council shall receive a miscellaneous expense allowance of \$200.00 per month, payable quarterly at the end of March, June, September and December of every year (\$2,400.00 annually). This miscellaneous expense allowance would include items such as laptops, computer supplies, office supplies, paper, etc. An expense claim must be completed with receipts, once a year or quarterly, as expenses are incurred.**
- ii. Officers of the National Council shall receive a Cell Phone & Internet allowance of \$200.00 per month, payable quarterly at the end of March, June, September and December of every year (\$2,400.00 annually). An expense claim must be completed with one monthly receipt from your cell/internet provider, once a year.**
- iii. Officers of the National Council shall receive a Stipend of \$200.00 per month, payable twice a year, at the end of June and at the end of December of every year (\$2,400.00 annually). The Stipend is considered a taxable earning**

supplement by the CRA and would be subject to taxes, but no CPP or EI deductions.

## Regulation 4, Section 12 – Expenses for members on GSU business (1)

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Date approved November 2020

### 12. PSAC Events

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

## Regulation 4, Section 12 – Expenses for members on GSU business

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Date approved April 20, 2021 / Date d'approbation 20 avril 2021

### 12. PSAC Events

#### a) PSAC Triennial National and Regional Conventions

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

#### b) PSAC Other Conferences

When a GSU member is attending a PSAC Conference approved by the National President, the member shall be considered as being on GSU Union Business. GSU shall therefore reimburse expenses not covered by the PSAC, in accordance with the provisions of Regulation 4.

#### c) GSU Member claim

A GSU Member claim shall be submitted with a copy of the processed and paid PSAC claim; a reimbursement of expenses not covered by the PSAC will be reimbursed accordingly and in accordance with the provisions of Regulation 4.

## Regulation 5 – GSU Standing Committees

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Date approved November 2020

### Regulation 5 – GSU Standing Committees

1. Each Committee shall ensure to have terms of references. The format of the terms of references should follow the template available on the GSU website.
2. At the beginning of each new cycle, the Chair of the Committee shall ensure that the terms of references are reviewed and updated.
3. At the beginning of each new cycle, each Committee shall ensure to have clear objectives for the next three years.

4. The Chair of each Committee shall submit to each scheduled annual National Council meeting a written report on the activity of the Committee since the last National Council meeting.

5. Ad-hoc Committees are not subject to this Regulation.

## Regulation 6 – Financial Review

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Date approved August 16, 2019

### General

This regulation shall be known as the Financial Review Committee Regulation and is issued under the authority of GSU By-law 14.

This committee shall:

- review, at its own discretion, or upon request, all financial matters of the Union;
- review a report of the President's overtime, travel and compensatory leave at each Committee meeting;
- investigate and render a decision on all appeals of rejected expense claims;
- report to each National Council meeting and make recommendations as required;
- **provide the GSU National Council, a Revenue and Expenses vs Budget Comparison progress report and a Balance Sheet, on June 30<sup>th</sup> and December 31<sup>st</sup> of every year for review; and,**
- **provide the GSU National Council, prior to an additional event or circumstance, a costing for any such event or circumstance, that is not included in the budget cycle approved at Convention; and that any costs approved be taken from "Unreserved Funds".**

## Regulation 7 – Life Memberships, Honorary Memberships and Awards of Merit

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Date approved November 2020

A new c) be added to Regulation 6 and that the Regulation be re-lettered accordingly as follows:

### Regulation 7 – Life Memberships, Honorary Memberships and Awards of Merit

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

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

## Regulation 12 – Selection of delegates for PSAC Conventions

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Date approved November 2020

Regulation 12 be amended as follows:

### Regulation 12 – Selection of delegates for PSAC Conventions

#### Section 1 – PSAC National Convention

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

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

### Regulation 13 – Selection of delegates for Conferences and Seminars

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Date approved November 2020 / Date d'approbation novembre 2020

#### Regulation 13 – Selection of delegates for Conferences and Seminars

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

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

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

## POLICIES

### Policy 8 – GSU Annual Bursaries Policies

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Date approved August 16, 2019

#### **General**

**The Government Services Union offers three Bursaries to dependents of GSU members attending post-secondary educational institutions: the A.F. Wood Bursary, the Jim Williams Bursary and the Bonnie Robichaud Bursary.**

These three bursaries are named after three outstanding members of our Union each of whom contributed an enormous amount of work and each suffered in their own way to ensure others could progress. **Brother A. F. Wood** served as Secretary-Treasurer of UPWE from 1970-1982 and provided dedicated service to the Union. **Brother Jim Williams** was active in a number of Unions before joining the PSAC and served in numerous positions over 22 years. **Sister Bonnie Robichaud** started as a cleaner in 1977 and over the next 20 years had to persevere through harassment and representation obstacles in her career. Each of these members deserves our gratitude for the trailblazing work they have done and therefore the GSU has named a bursary after each of them.

**Government Services Union also offers one bursary to a GSU member in good standing attending part-time or full time post-secondary education, the Bob Haywood Memorial Bursary**

**The Bob Haywood Bursary is to honour Brother Bob Haywood who passed away on January 14, 2018. Brother Haywood was the Advisor to the GSU National**

**President. He will always be remembered as an integral part of GSU, a fierce trade unionist and a friend to many.**

### **The Awards**

The Union will award 3 educational bursaries to the dependents of GSU members.

**The Union will award 1 education bursary to a member in good standing attending post-secondary education.**

### **Criteria**

~~These Bursaries~~ **The A.F. Wood Bursary, the Jim Williams Bursary and the Bonnie Robichaud Bursary** will be awarded to a dependent of a GSU member in good standing at the time of application. **The Bob Haywood Memorial Bursary will be awarded to a GSU member in good standing attending part-time or full time post-secondary education.**

The student must be registered for post-secondary education at a recognized institution of higher learning. They must apply for the Bursary by completing an Application Form provided by the national office. The successful applicants will be required to submit proof of their registration and the awards will be based on academic achievement, financial need and answering an essay question concerning their thoughts on Unions.

### **Exceptions**

If the Union Recognition Committee decides not to award a Bursary in a particular year, the funds for that Bursary will be rolled over into the next year, therefore allowing additional awards to be made in the following year. Bursary recipients may not apply for the award a second time.

## **Policy 14 – Grievances Representation**

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Date approved November 2020 / Date d'approbation novembre 2020

### **Policy 14 – Grievances Representation**

#### **Section 1 – ~~PSLREB~~ Grievances**

## **Policy 15 – Local Annual General Meeting Subsidy**

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Date approved April 20, 2021 / Date d'approbation 20 avril 2021

1. An allowance of ~~\$100.00~~ **\$500.00** per year will be provided to GSU Locals with fewer than 100 members to help offset the costs of holding the Annual General Membership meeting.
2. **The allowance of \$500.00 will be payable to GSU Locals with fewer than 100 members in the month of July following their AGM; this will provide enough time for the National Office to confirm the receipt of the AGM minutes and Financial Statements, as per By-Law 10 – Locals, Section 11.**

***Appendix 'F' – Officer's Reports (NP and RVP)***

**Report of the National President, Randy Howard**

**Government Services Union**

**Eighth Triennial National Convention**

**October 2021**

As I now approach the end of my three-year mandate +1, I am awestruck by how much our work and personal lives have changed. When I began this journey in 2017, I had a vision to bring GSU into the 21<sup>st</sup> century. We were going to look at every aspect of our organization and make changes where changes needed to be made. We began to implement changes with the development of a new GSU website with a new look and easier navigation. We added another full-time staff position and I personally attended many Local annual general meetings. We also re-introduced the GSU Newsletter and distributed it widely amongst GSU members. We added duties to the National Vice President positions and assigned regions to support the Regional Vice Presidents in their assigned regions.

There is no conceivable way anyone could have anticipated that in March 2020 we would be in the midst of a worldwide pandemic that would completely shut down the country. As offices closed many individuals made the sudden transition to working from home. The traditional lines of work-life balance blurred as many took on new roles as caregivers and educators, all while continuing to provide the services Canadians required. For this, everyone should feel proud and congratulate themselves on a job well done. We have had to adjust to navigating our immense workloads across instant messages, phone calls and video meetings. We continue to represent GSU members through the GSU representation section, regionally and locally, all while working from our homes.

In 2015 the new Liberal government made promises that were slow to materialize, if at all. The PSAC Bargaining teams were finally successful in obtaining new collective agreements for members in the Pay and Administration (PA), Operational Services (SV), Technical Services (TC) and Education and Library Services (EB). These collective agreements expired in June 2021 and bargaining teams are now preparing for the next round of bargaining. GSU congratulates Brother Troy MacDonnell, Local President 60011 and Sister Leanne Moss, Regional Vice President, Newfoundland and Labrador for being successfully elected to the PA and TC bargaining teams respectively. This is the first time in fifteen (15) years GSU has had two members on the PSAC Bargaining Teams. I encourage everyone to speak to your MPs and remind them that you expect early and engaged consultation with the employer - nothing less is acceptable.

The entire Pay Modernization/Pay Transformation project started more than 5 years ago and although there have been many improvements, federal government employees are still experiencing pay issues. Consultation with Pay and Administration is ongoing however information is not free flowing as would be expected in the true form of consultation. Any cost savings the Pay Modernization project was intended to achieve are now non-existent.

Our members working in Compensation are now dispersed throughout the regions as the Pay and Administration opened Regional Offices across the country. Along with the offices in Miramichi and NCR, members are still providing pay services to the best of their capabilities without a system that allows them to pay workers the right pay and on time pay.

Major projects are underway to stabilize HR-to-Pay. This project is a government wide project to develop an HR-to-Pay system for all government departments. PSPC is one of 19 government departments working with Treasury Board and Shared Services Canada to bring this project forward. The government requested proposals for the project and there were three successful bids: SAP, Workday and Ceridan. These multimillion-dollar companies will be working with the government to develop the new platform. GSU with PSAC continues to be in consultation with the government during the early stages of the project with the expectation to be in consultation throughout the project. GSU certainly does not want a repeat of 2016.

## **Membership**

GSU membership has increased from approximately 7500 members in 2017 to over 11,000 in 2021. This is primarily due to hiring within the Pay and Administration Branch (PAB), however with improvements to HR-to-Pay, members are now being allocated to the proper components. PAB hired employees to staff their Regional Satellite offices in Charlottetown, PEI, Shediac, NB, Moncton NB and Winnipeg, MB.

## **GSU National Office**

At the center of our organization are the staff supporting the membership, the Locals and National Council. I am so proud of the dedication shown each and every day by the entire GSU national office staff. With the outbreak of COVID-19, GSU staff were asked to remain home. They were supplied with the tools and equipment required to continue to provide the necessary administrative support to members, Locals and National Council. GSU has also gone through some staffing changes as individuals either moved on or joined the team. One position in particular was left vacant on the unexpected and sudden death of Brother Bob Haywood in 2018. Brother Haywood was a dedicated union activist and I considered Brother Haywood a friend more than anything else. Brother Haywood is dearly missed by all of GSU.

Joining us over the last few years are Logan Lafleur and Diane Turcotte-Rancourt, both providing administrative support to the GSU National office; Neola Sanders administratively supporting the Representation Section, Dominique Barrette, Executive Coordinator to the National President and most recently, David Girard, Senior Union Representative. I need to acknowledge the remaining GSU staff commencing with Jennifer York who is responsible for GSU technology issues along with membership. Stephanie Ehler and Paulette Michon-Hamelin who support GSU members and Locals in matters relating to grievances and medical disability. I need to especially thank Sister Maria Thomas who is the Executive Assistant to the National President, and who has ensured that I am organized and kept current, has prioritized issues, and kept us all accommodated when we travel (although, not in this current environment). Without her I would never have been able to do my job, I am truly thankful for her dedication and professionalism throughout the last four years.



The GSU senior team leads are comprised of Monique Desrosiers - Finances, David Girard - Senior Representation, and Dominique Barrette - Executive Coordinator to the National President. I would also like to acknowledge Jason Manchester who was hired when Sister Barrette went on leave. Brother Manchester has been active in fulfilling the responsibilities of the Executive Coordinator in the absence of Sister Barrette.

This group has been instrumental in supporting their sections, delivering day to day operations and most importantly, always being available to help the locals by answering members' questions, or providing each of us with much needed technical advice and guidance.

## **GSU Finances**

Under the continued guidance and oversight of Sister Monique Desrosiers, our GSU Finance and Administration Officer, the finances of GSU are closely monitored with daily oversight and the required administrative and internal systems control to ensure accurate reporting, accountability and transparency.

The GSU National Financial Review Committee reviews the financial transactions and reports, including the Triennial Budget, at each year end, prior to reporting to the Local Presidents' Conference and National Council. The committee is chaired by NVP, Sister Martine Babcook, members are RVP, Sister Linda Harding, RVP, Sister Nicole Rousseau, RVP, Brother Steve Colterman and Local President, Brother Russell Carter, and Staff Technical Advisor, GSU Finance and Administration Officer, Monique Desrosiers.

I will begin by addressing our triennial fiscal period of 2018, 2019 and 2020, which includes the triennial budget adopted at the GSU 2017 Convention, and to give you a better understanding of our financial position as of December 31, 2020.

As of December 31, 2017, our average number of members was 7,500; at December 31, 2020, our average number of members was 10,100. This is an increase of 2,600 members in a 3-year period. The increase in membership is due mostly to Phoenix issues being resolved and new hires in the federal public service.

As of December 31, 2017, our Total Component Dues were \$2,420,000; at December 31, 2020, our Total Component Dues were \$3,995,000. This is an increase of \$1,575,000 of Total Component Dues each year of a 3-year period. The increase in Component Dues is due mostly to the increase in members.

Over the fiscal period of 2015, 2016 and 2017, GSU had a cumulative deficit of (\$145,000) and the budget for the same period was balanced at zero. Over the fiscal period of 2018, 2019 and 2020, GSU had a cumulative surplus of \$3,494,000 and the budget for the same period was balanced at zero. Now, it must be mentioned that 2020 took a drastic turn due to the Covid19 pandemic; expenses in 2020 drastically decreased due to the cancellation of all travel; our fixed costs remained the same, however, our variable costs came to a halt in March 2020. For this reason, 70% of the cumulative surplus of \$3,494,000 above, was realized in 2020 as a result of the pandemic.

As of December 31, 2017, our Total Assets were \$2,589,000; at December 31, 2020, our Total Assets were \$6,621,000. This is an increase of \$4,032,000 in our Total Assets. The increase in Total Assets is a direct result of an increase in membership and the decrease of expenses in 2020 due to the pandemic.

I give you all these numbers to paint the canvas for the next fiscal period of 2021, 2022 and 2023; and to share my vision with you to continue building a stronger GSU organization by providing our officers, locals and members at large, better technological and communication tools that have become so crucial and important in conducting the business of the union.

The Triennial Budget for 2021, 2022 and 2023 is built on a very solid base of growth and change. Our National Council will be provided with more support to do business from home and to better serve their Locals in their regions. There are more funds made available to support smaller locals by increasing the Local Subsidy for locals with less than 100 members from \$100 to \$500; there will be a better presence from the National Office to support the Locals with their Financial reports; the National Office will be funding one observer from each Local to our 2022 Local Presidents' Conference, and, the Conferences can be held across Canada once again; the budget supports a Youth Summit every 3-year cycle to help mobilize our youth into the union.

There are many more improvements that can be made to our efforts to engage the membership and, the National Council of this next fiscal period, will have a very positive budget to work with; and certainly, they will have the options to welcome fresh ideas and ways to better serve our members to bring them into the ever-changing workspace that all will be facing in the next few years.

This budget and future budgets will be able to carry us into future and keep us ready for the challenges that this unknown future will bring. GSU will be ready to take it on!

## **Government Services Union – Employers**

### **Shared Services Canada**

GSU continues to have ongoing issues relating to National Consultation vs Regional and now Branch Consultation is proceeding within SSC Nationally. Although SSC has recently implemented the Inter Branch Union-Management Consultation meetings to replace the Branch consultation these meetings tend to be more information dropping than true consultation.

GSU did lose some members with a classification review within SSC, however we believe members should be compensated for the work they are performing. When the classification exercise was completed in 2018, it was deemed that the new classification would fall under CS therefore these members were transferred to another bargaining agent.

Consultation had been occurring on a quarterly basis up to the commencement of COVID-19. GSU representatives met with SSC management in consultation in the early stages to recent developments in the easing of restrictions. The discussion now is on the return to the workplace and business resumption. GSU representatives want to ensure that

returning to the workplace is voluntary wherever possible and that the health and safety of our members is first and foremost.

### **Royal Canadian Mint**

The Royal Canadian Mint (RCM) and its very stoic management have been the most challenging employer group to work with over these last 4 years. And while the RCM Bargaining team was successful in negotiating a new contract, they will be looking at returning to the bargaining table when the collective agreement expires in December 2021.

When I arrived in 2017, I was made aware of a backlog with RCM grievances. As the RCM grievances are two steps, this was adding pressure to the representation team. I must thank Brother Craig Spencer who came out of retirement to assist GSU. Working with the representation team, we were able to successfully present a number of grievances to the employer and were able to reduce the number of grievances significantly.

GSU did lose members from The Royal Canadian Mint in Ottawa as they were eliminating positions within the RCM. In consultation with Local representatives, GSU National Office and PSAC, we were able to develop a plan where senior members with their years of service were able to retire and receive a financial payout which was unprecedented at the RCM. As those members eligible to retire decided to do so, members who wanted to remain employed were able to do so as well. At the end of the process most members who wanted to continue their employment with the RCM were able to do so.

GSU members working at both the Ottawa Mint and the Winnipeg Mint must be congratulated as they were deemed critical workers and have been working ever since COVID-19 presented itself in March 2020. GSU Local representatives at both locations worked with Management to ensure protocols were being adhered to and our members' health and safety were the primary concern.

### **Public Services Procurement Canada**

Of all the employers, Public Service and Procurement Canada (PSPC) is the most diverse and complex employer GSU meets with regularly. The majority of GSU members are within PSPC. GSU members work in Real Property as the custodian of Crown assets, Procurement, Pay and Administration, Pensions, Acquisitions, Technical Services or Digital Services and the list goes on. GSU members have continued to do the work and serve Canadians throughout the pandemic. GSU and PSPC consulted on numerous occasions to ensure our members were given the equipment, tools, resources, and support to continue to perform their duties from home.

In 2017 I attended a meeting with Real Property services and our members working at the Cliff Heating Plant. In this meeting it came to light thirty-five (35) members were losing their positions with the Energy Services Acquisition Program which was originally introduced in 2009. In essence, PSPC was handing over the Cliff Heating Plant to the private sector. We immediately requested a Workforce Adjustment Committee. GSU representatives included Brother Bruce Roy, Brother Kevin Hanson and the Executive of Local 70023. We were successful in ensuring the members' rights were protected and out of 35 members, 9 members were left who wanted to remain employed with the federal

government. Most of these members have new positions and PSPC is providing support and assisting the remaining members to find positions.

There were many discussions prior to the pandemic in regard to telework for our members and some branches and directorates were adamant not to allow these agreements. After the pandemic arrived, most if not all members from these branches and directorates were working from home or a remote location. In our most recent discussions, 91% of members want to work remotely five days a week or a combination of work from home and at the workplace. As restrictions ease, our discussion will revolve around the Evolution of Work and returning to the workplace. Discussions regarding how workplaces will evolve with the new environment our members are facing are ongoing.

Real Property continues in its long-term approach of divesting itself of its long-held mandate of property management as it leverages the private sector to manage federal assets. With the recent pandemic, the reduction of Real Property's federal assets is of concern and GSU will be watching carefully.

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

## **GSU Convention**

The GSU convention in October 2021 is here and the entire GSU component is working hard to make sure all the necessary preparations are well underway. You would think not needing to arrange travel, accommodations and meals would make this task much simpler when in fact, organizing a virtual convention becomes more difficult. It takes a great deal of planning and work. There is work to be done by all of us to ensure we have all our work mapped out for us over the coming two years.

In closing, I would like to thank all of you for your support over these last four years, for the leadership you have demonstrated in your regions, and for the commitment you have provided to your membership. There has been much work to be proud of considering all of the challenges the Employers have given us and the additional challenges of a pandemic. Now we must continue the work to move GSU on the continuum to the 21<sup>st</sup> century.

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

Respectfully submitted,

Randy Howard  
National President  
Government Services Union

## **Report of the National Vice-President, Martine Babcook GSU Triennial Convention 2021**

Delegates,

I would like to start by welcoming you to the Virtual GSU Triennial Convention, after 15 months plus of not physically seeing anyone; these types of meetings have now become our reality. The work of GSU has continued in this new reality and I believe we have become even busier working from home during this pandemic. As Chair of the Finance Committee, you will see at Convention that we will be presenting you with a no dues increase budget for the next 2 years and have also been able to allocate funds in different areas to improve membership involvement and training since we have a significant surplus due to the pandemic. Also, as Chair of the Local Development Committee, the Committee has come up with recommendations on how to improve Local Development, mobilizing our members as well as offer a training package virtually or one on one training. I also Chair the Communication Committee and since the last convention, we have revamped the GSU Website and added some features that were recommended to us and seem to be running smoothly. As one of the National Vice-Presidents, I also attend the National Health and Safety Policy Committee meetings, the National Labour-Management Consultation Committee, Real Property Labour-Management Consultation Committee, as well as Procurement Services. The National Health & Safety Policy Committee has created a sub committee called the Mental Health Advisory Committee which I am part of and is quite new. Mental health issues have been on the rise since the start of the pandemic, and we have been working closely with members affected to ensure their needs and voices are heard. We have continued with employer consultation and are now concentrating on the return to work as restrictions are being lifted in Provinces and Territories. I want to assure you that the members' concerns are our priority and will always be.

In closing, I want to thank everyone of you from PSPC, RCM and SSC for your continued support and hard work you do everyday. Have an amazing Convention and I look forward to seeing you soon.

In Solidarity,

Martine Babcook  
National Vice-President GSU

## **Report of the National Vice-President, Bruce Roy**

### **GSU Triennial Convention 2021**

Greetings everyone,

It is my pleasure to submit this report as GSU National Vice-President, to the Government Services Union (GSU) Triennial National Convention.

As highlighted in my 2020 report, one of my first orders of business was, and still is, to support our sisters, brothers, and friends on the Public Service Alliance of Canada's (PSAC) "The Heat is on Campaign."

The PSAC joined by ACFO, CUPE, NUPGE, PIPSC, and the Canadian Labor Congress, launched a campaign to stop the contracting out of five heating and cooling plant operations in the National Capital Region. These plants presently provide service to about 100 buildings, including the Parliamentary Precinct, through a network of 14 kilometers of underground tunnels.

The federal government wants corporations that are only looking to turn a profit – including those with a reputation of corruption and mismanagement – to take over those heating plants. This is reckless and could threaten your safety.

In partnership with the Public Service Alliance of Canada, economist Robin Shaban has released a report on the government's planned privatization of major heating-cooling plants in the National Capital Region (NCR).

Robin Shaban is an economist based in Ottawa and is the principal of Robin Shaban Consulting. Her work touches on a variety of subject areas, including privatization, corporate regulation, taxation, and worker precarity. She is currently completing her Ph.D. in Public Policy at Carleton University.

The report highlights the health and safety risk to over 50,000 workers who are physically connected to the plants on a daily basis, as well as those who are responsible for their operation. I've attached the link below for your consideration.  
<http://psacunion.ca/safety-risks-looming-privatization-heating-cooling>

Unfortunately, the employer was not open to reasonable dialogues, and as a result, the last day on the job for our heating and cooling plant Stationary Engineers was March 31, 2020. We at GSU have been working tirelessly to ensure the rights of our members are respected. I am co-chairing the Work Force Adjustment (WFA) Committee on behalf of the GSU, and the committee is very well represented. RVP, brother Kevin Hanson and with the support of sister Stephanie Ehler, have made progress in ensuring the employer respects our members rights in this extremely difficult time. One of our wins at the WFA table was the rollover of long-term acting appointments into substantive positions. At the time of writing this report, I am pleased to provide an update that our work has paid off and the majority of our members affected by the WFA were successful in their search for new employment. I am proud to say that the majority of the employees affected have remained employed by the Government of Canada.

## **Mentoring and Working with members of National Council and Local Officers**

Mentoring regional and local officers is critical to our union. We must maintain a high level of representation for our members, and we must continue to ensure that our local officers are mentored. This includes running the business of the local, attending the proper PSAC training, properly chairing an Annual General Meeting, holding regular local executive meetings, and enforcing the collective agreements.

In addition, understanding their role in:

- the PSAC,
- the PSAC Regional and
- the Component

It is extremely important to engage our local leaders. With sound mentoring, we can retain our talented leaders. Teamwork and mentoring are key to strong and successful locals and I am extremely fortunate to have the opportunity to work alongside such great leaders of GSU locals from coast to coast to coast.

## **Consultation**

In my experience at National Consultations, I have been stern and respectful. This allows the collective to gain important grounds on behalf of the members of this great Union. We must continue to be strong and united. We must assert ourselves and continue to influence the decision makers from our various employers. When a GSU officer is at a consultation table, we should be leaders and the main point of consideration. I have been assigned the Shared Services Canada (SSC) portfolio. I have had the pleasure of attending multiple National Consultation at the time of writing this report and I have the sense that I can contribute in a positive way. I hope to make important strides, in unifying our approach to this extremely valuable consultation. Our members have elected me to be their voice, and I will complete that mandate. GSU is a force at SSC.

I am sitting on the following Shared Services Canada (SSC) Committees on behalf of GSU:

- National Union Consultation Committee
- Human Resources National Consultation Committee
- Inter Branch Union Management Consultation Committee (IBUMCC)
  - Technological Change
  - Contracting out

I am also on the following Public Services and Procurement Canada (PSPC) Committees

- National Labour-Management Consultation Committee GSU (PSAC) – PIPSC - CAPE
- National Health and Safety Policy Committee (NHSPC)
- Workplace Renewal Initiative (WRI) consultations
- Human Resources to Pay Program Office National Consultation
- Receiver General and Pension Branch National Consultation

## **Additional Activities**

- January 30, 2021
  - General Meeting Local 70013
- February 17
  - AGM Local 10011 Quebec
- March 9
  - AGM Local 10060 Matane
- April 28
  - AGM Local 10161 Montreal
- April 21
  - GSU National Council
- May 13 – May 16
  - PSAC National Capital Region Convention
- June 3 – June 6
  - PSAC Atlantic Region Convention
- June 17 - June 20
  - PSAC Quebec Region Convention
- June 24 - June 27
  - PSAC Prairies Region Convention

## **Conclusion**

Everyone on National Council knows how much the locals are indeed the lifeblood of our Union, but I want to recognize the group of volunteers that makes up the GSU National Council. Our Regional Vice-Presidents give up way more than they will ever receive in carrying out their duties. While maintaining your full-time paid job and trying to manage all the expectations being put on you by all levels of GSU, you continue to represent both GSU and our members in an unbelievable manner. We are lucky to have you. It's your leadership that inspire me to keep working hard at ensuring our employers respect our rights.

I can't say enough about my colleague NVPs. Sister Babcook and Sister Bush are so supportive and a wealth of knowledge in helping me cope and excel at our role in representing our members on the National stage. Lastly, I am extremely appreciative of Brother Howard's support. The strong GSU team is second to none and we shall continue to work together in the best Component of the PSAC.

Respectfully submitted by,

Bruce Roy  
National Vice-President – GSU



# **Report of the National Vice President – Equity, Kelly Bush**

## **GSU Triennial Convention 2021**

### **Introduction:**

It has been both a humbling and amazing experience to represent you all as National Vice-President – Equity. The last 4 years have been challenging for us all and the inequities in the world have been magnified under Covid. I had my own struggles with Cancer in 2017-2019 and was grateful for the focus of the role to help take my mind off my own journey. As I came out the other side of my journey, I was faced with Covid-19, but my illness had prepared my family and I for the isolation and sanitization. Our priorities had been clarified, and our cautionary practices honed. Sisters Lori Walton, Linda Harding and Azra Youssef all assisted while I was away. Like most families GSU was there for me when I needed them. Since my return, I have been working hard at the consultation tables and managing my portfolios. They are as follows: National Labour Management Consultation Committee, National Health and Safety Policy Committee (Working Group subcommittee on Harassment and Violence – Bill C-65 and the Policy drafting team for C-65), Real Property Branch Consultation, Joint Committee Employment Equity & Diversity, National Mental Health Committee & Steering Committee, GSU Equity Committee and the Collective Bargaining Committee. The structure was changed in 2019 and the NVP's are now responsible for regions and mine are Atlantic, and Ontario and the Department now have Covid meetings which vary in frequency. These will be the areas of focus for my report.

### **National Labour Management Consultation Committee:**

These are semi-annual meetings where we meet with the Deputy Minister, Associate Deputy Ministers and Directors. Here we are updated on new directions or initiatives like Robotic Process Automation, Next Gen Travel System, Next Gen pay, pay issues are brought up here and we have opportunity to raise issues like EPMA difficulties that our members are having. I have also raised the issues with language training, in the lack of access, suggesting hiring a language instructor for a 1-year term to open the access. The suggestion was heard, and the department was willing to work on the problem. This type of consultation only works well with your input and steady communications. For the Automation, we voiced concerns with job loss in the future as Automation is the precursors for Artificial Intelligence. The department assured us that all was well, and they advised that some areas in pay have a bot and they have named it. I could not find anything on that from my discussions, so I invite anyone who has information on this to contact myself of the National Office to ensure we have all the correct information. The EPMA discussion was timely as just after we raised it the Ombudsman issued a report that talked about weaponizing the EPMA process, this led to some deeper discussions. The employer has improved their processes a bit, but we still find that sometimes the devil is in the details and any information you can provide as to what is happening in the offices is very much appreciated.

## **National Health and Safety Policy Committee:**

This is the only committee that has legislation behind it, and it has taken some time to understand the structures and the powers of this committee. We meet quarterly for PSPC and all NVP's are there, the workings of the Royal Canadian Mint and Shared Services Canada not attended in the same way, but each department is required to have these committees by law. Here we review the Assurance of Voluntary Compliance orders, the workplace inspections from the regions as well as any health and safety issues that arise from various initiative such as the GC-Coworking initiative and the Evolution of Work. The lack of regularly occupied offices is problematic from a health and safety perspective where we must ensure inspections take place and there are floor wardens and first aid attendance to name a few. In 2018, Bill C-65 achieved royal assent and there was a requirement to address the issues of harassment and violence in the workplace and the Canada Labour Code part II was amended and regulations added. This created a need for a Harassment and Violence Working Group as well as a policy drafting team, information is titled below.

**Working Group:** This group met at varying frequencies, from biweekly to monthly and now we are not meeting but likely will be called together again. This working group, for which I was a co-chair with Laura Lamontagne as the other co-chair met with Bargaining Agent representatives, Labour Relations and Network members (Middle Managers, Persons with Disabilities, Indigenous, Federal Black Employees Caucus, Pride at Work and Vanguard) as well as members of what would be referred to the center of expertise. As we raised issues on behalf our members the intricacies of the work became clear. The department then created a policy drafting team which I sat on for all Bargaining Agents.

**Policy Drafting Team:** It's important to note that policy formation is usually an 18–24-month process. The regulations came out June 17<sup>th</sup>, 2020, and we had to have a policy in place by January 1, 2021. We worked long hours and there was a requirement for a lot of review. The work started in August, and we were flat out until December. Documents were coming from Treasury Board, Labour Canada and PSAC which all had an impact in the policy and each time we had to review the whole thing to see what was removed and added. This work is a lot about words and details. GSU has put out a document but there are many items that were not in that document. If you have an issue with harassment or violence for either a member or yourself, please reach out to the National Office of myself. Early involvement is key, and the grievance process is a vital component as this is the only way that the member can receive personal remedies. In addition, the member can decide if there is to be an investigation or not as well as they can approve or not, the actual investigator. However, this part is not being broadly spoken about and it's important that every member be aware of their rights under the legislation. There are also monthly progress reports, 2 reports one for Labour Canada and one for fault, we must ask for the fact-finding report in advance to ensure that there will be minimal revictimization.

**Real Property Branch Consultation:** There haven't been a lot of these during my time. There was a meeting in 2017 before I got sick and then again in 2019. There were likely more but the highlights of these were the RPN contracts as well as the renewal of the other RP contracts. GC-Coworking was also talked about here.

This meeting is well represented with participants from Quebec and the NCR. These meetings are lively and respectful. We have raised issues of hiring based on competencies as opposed to experience and they are trying to strike a balance. We need to know from you if there are issues you are experiencing when senior levels officers are brought in with no experience.

**Joint Committee on Employment Equity and Diversity:** JCEED is a committee that sees the oversight on the Employment Equity Plan, which the department refers to it as the Diversity Action Plan or DAP, and any new equity related policies or programs. This committee was actually not functional when I joined, there was no consultation on the DAP and furthermore there was no accountability and no real actions in the plans. Therefore, it's no surprise that gaps were not closed and some actually increased. I pushed for an Employment Systems Review (ESR) and training on the Employment Equity Act (EEA) for the JCEED members, to which I was denied and was working my way up through management with no success. New management came in and the ESR was contracted and completed and training on the EEA developed and delivered. Management is changing again, and I hope we stay the course we are on now. They are looking at co-development of the diversity action plan with the diversity network chairpersons. Through my work on this committee and the NLMCC, I was GSU's representative for input to the DM commitments and provided recommendations which I am pleased to report that some were adopted. Specifically, staffing the network chairs and legitimizing the work using the EPMA process.

**National Mental Health Committee and Steering Committee:** I participated in National meeting on mental health where we have learned about various regions approach to mental health. The Pacific has an interesting approach where they have a lead who is a trained therapist, and they are a peer support group. Similarly, in the Quebec Region they have a peer support program that is supported by an external organization that provides training. The steering committee is looking at planning the next cycle with priorities on 3 psychosocial factors.

**GSU Equity Committee:** The focus for the committee has been education on the Employment Equity Act, we have had 2 in person meetings and 3 virtual meetings (one session with a guest presenter Tracey Peever on organizational development, 2 meetings to discuss priorities). The goal was to prepare members to hold the employer to account for the Diversity Action Plan. However, the department didn't publish a plan until late in 2019 and they did not have targets. Covid also took over, the committee submitted several articles for the website for calls to action, commemoration days and information, 12 were published from our committee. Our work, like everyone's has been impacted by Covid, it has been difficult to connect with new members as we are not in

the office. This year, 2021 PSPC is aiming to Co-Develop the Diversity Action Plan so our work in education will pay off as we will have targets to monitor and hold the employer to account.

**GSU Collective Bargaining Committee:** This committee met 4 times, reviewing 184 demands removing ones that were for National Joint Council, against union principles and combining those that were similar ensuring that all were address and that meant 70 were submitted, the majority of submissions were for the PA table and there were none submitted for the EB group. We also selected the delegates and advocated for team members. This year we were able to get a team member on PA and SV, congratulations to Troy MacDonnell and Leanne Moss.

**General Resolution Committee:** The final committee that I had the honor of co-chairing with Sister Shanny Doucet was 2 partial days where we reviewed the resolutions for convention. We reviewed 13 (8 concurrence and 4 non-concurrence) resolutions and had respectful lively debate. I want to thank all the committee members for their contributions.

This has been an amazing opportunity for which I am honored and humbled for your trust in me in 2017. I want to thank all my committee members, National Council Colleagues and GSU members and the Staff at GSU.

Respectfully Submitted,

Kelly Bush  
National Vice-President - Equity

## ***Appendix 'G' – Report of the General Resolutions Committee***

### **Members of the Committee**

Kelly Bush, NVP – Equity

Shanny Doucet, RVP NB&PE

Sheldon Jacobs, RVP Manitoba & Saskatchewan in Saskatoon,

Heather Rawlins, RVP Alberta Nun and NWT in Edmonton.

Azra Jusuf, RVP Ontario.

Leanne Moss, RVP NL and TC team member

Paul Paquette, RVP NCR

Michèle Parent, RVP Québec

François Zarraga, Local President 70017

Jason Manchester, Staff Resource

The committee was co-chaired by Sisters Bush and Doucet over 2 days (July 19 and 20) scheduled from 11:30-4:30 EST. There were 13 resolutions submitted for consideration, 2 were ruled out of order by the National President and thus were not considered by the committee. The committee reviewed all 13, referred 3 back to the originating body for amendments. All 3 referrals were accepted and revised. There were 9 which were voted in concurrence and 4 voted non-concurrence. All had opportunity to record against if they wished.

The rationales were drafted and then reviewed and edited as a team and then each member prioritized their top 4 which allowed the 9 to be prioritized.

The committee had respectful effective debate.

The committee wish to thank the GSU staff for their support during the committee work.

Respectfully Submitted,

Kelly and Shanny