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# **GSU National Council Meeting**

## **Meeting Minutes**

**Friday September 30, 2022**

**Sheraton Centre Toronto Hotel**

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## Table of Contents

1.	Call to Order .....	1
	Announcements.....	2
2.	Approval of Agenda .....	2
3.	Hours of Session .....	2
4.	Approval of Previous Minutes.....	3
	a) Minutes of April 28, 2022.....	3
5.	Officers' Reports.....	3
	a) National President's Report.....	3
	b) National Vice-Presidents' and National Equity Officer's Reports.....	3
	c) Regional Vice-Presidents' Reports.....	3
6.	GSU Committee Reports.....	4
	a) Financial Review Committee.....	4
	b) By-Laws, Regulations and Policies Committee .....	4
	c) Education Committee .....	6
	d) Local Development Committee .....	7
	e) Union Recognition Committee.....	9
	f) Equity Committee .....	9
	g) Young Worker's Committee .....	9
	h) Collective Bargaining Committee .....	10
	i) Standing Discipline Committee .....	10
7.	Grievance Report.....	11
8.	Business arising from the previous minutes.....	11
9.	New Business .....	11
10.	Round Table .....	11
11.	Adjournment .....	12
	Recorded votes .....	13

## Appendices

Appendix 'A' – Agenda .....	15
Appendix 'B' – Report of the National President, Bruce Roy .....	16
Appendix 'C' – Report of the National Vice-President, Martine Babcook.....	20
Appendix 'D' – Report of the National Vice-President, Kevin Hanson .....	21
Appendix 'E' – Report of the National Vice-President, Equity, Kelly Bush .....	23
Appendix 'F' – Report of the Regional Vice-President, Sue Soubra Boone .....	25
Appendix 'F' – Report of the Regional Vice-President, Steve Colterman .....	27
Appendix 'F' – Report of the Regional Vice-President, Anthony Drozdowski .....	28
Appendix 'F' – Report of the Regional Vice-President, Linda Harding.....	29
Appendix 'F' – Report of the Regional Vice-President, Sheldon Jacobs.....	33
Appendix 'F' – Report of the Regional Vice-President, Azra Jusuf .....	34
Appendix 'F' – Report of the Regional Vice-President, Mike LeBlanc.....	36
Appendix 'F' – Report of the Regional Vice-President, Leanne Moss.....	39
Appendix 'F' – Report of the Regional Vice-President, Paul Paquette.....	40
Appendix 'F' – Report of the Regional Vice-President, Heather Rawlins.....	41
Appendix 'F' – Report of the Regional Vice-President, Reni Stein .....	42
Appendix 'F' – Report of the Regional Vice-President, William Tait.....	44
Appendix 'F' – Report of the Regional Vice-President, Jeffrey Tessier.....	46
Appendix 'G' – Report of the GSU By-Laws, Regulations and Policies Committee .....	49
Appendix 'H' – Report of the GSU Education Committee .....	50
Appendix 'I' – Report of the GSU Local Development Committee .....	51
Appendix 'J' – Report of the GSU Recognition Committee.....	52
Appendix 'K' – Report of the GSU Equity Committee .....	53
Appendix 'L' – Report of the GSU Young Workers Committee .....	55

## 1. Call to Order

The meeting of the GSU National Council was called to order at 9:08 a.m. (Eastern time) on Friday, September 30, 2022, with GSU National President (NP) Bruce Roy in the Chair, and the following participants in attendance:

### Participants:

Bruce Roy	National President
Martine Babcook	National Vice-President
Kevin Hanson	National Vice-President
Sue Boone	Regional Vice-President, Ontario Region, excluding the National Capital Region
Steve Colterman	Regional Vice-President, National Capital Region
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City
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
Mike LeBlanc	Regional Vice-President, New Brunswick, and Prince Edward Island
Leanne Moss	Regional Vice-President, Newfoundland, and Labrador
Sébastien Sinclair	Regional Vice-President, Quebec West, including Montreal
Paul Paquette	Regional Vice-President, National Capital Region
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
William Tait	Regional Vice-President, National Capital Region
Jeff Tessier	Regional Vice-President, Royal Canadian Mint

### Regrets:

Kelly Bush	National Vice-President, Equity
Anthony Drozdowski	Regional Vice-President, Nova Scotia

### Observers:

Sarah Bolger	Local President 90011
Hassan Kajan	Local Chief Shop Steward 70055
Rick Gabbey	Local Vice-President 60009
Marc-André Guignard	Local President 60009
Liliana Manolache	Local President 00027
Jack Pepper	Local 80052
Kirby Ryland	Local 60011
Suzanne Sirois	Local President 70017
Gisele Weingartshofer	Local Treasurer 80052

### Staff:

Dominique Barrette	Executive Coordinator to the National President
David Girard	Senior Union Representative
Diane Rancourt	Communication and Administration Assistant
Maria Thomas	Executive Assistant to the National President

## **Announcements**

GSU National President, Bruce Roy (“National President”) welcomed everyone.

### **Land Acknowledgement Statement**

National President made the following statement:

*“We are on the traditional land of the Huron-Wendat, the Haudenosaunee (H0-do-no-show ny), and most recently, the Mississauga’s of the Credit First Nations. The territory is within the lands protected by the Dish With One Spoon Wampum Belt Covenant, an agreement between the Haudenosaunee and Anishinaabe and allied nations to peaceably share and care for the resources around the Great Lakes. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and I am grateful to have the opportunity to work and live on this land.”*

Each year, September 30 marks the National Day for Truth and Reconciliation. The day honors the children who never returned home and survivors of residential schools, as well as their families and communities. GSU National President Bruce Roy requested a moment of silence and thanked National Council for wearing orange shirts.

### **Oath of Office**

National President administered the Oath of Office to Sébastien Sinclair, Regional Vice-President for Quebec West including Montreal in both official languages. He replaces Michèle Parent, Regional Vice-President who held the position previously.

## **2. Approval of Agenda**

**m/s Martine Babcook / Mike Leblanc**

That the following items be added to the agenda under item 10 – Round Table: requested by Leanne Moss.

- 1) Resolutions
- 2) Jurisdiction

That the agenda be adopted as amended.

**Motion carried.**

**(Appendix ‘A’)**

**Note:** National President indicated that National Council would deal with these items if time permits.

## **3. Hours of Session**

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

Friday, September 30, 2022, 9:00 a.m. – 4:00 p.m.

Lunch 12:00 p.m. – 2:00 p.m.

Breaks 10:30 a.m. and 2:30 p.m.

**Note:** A longer lunch period was provided to National Council members to experience the activities that are taking place today (September 30) to commemorate the history and legacy of residential schools.

**Motion carried.**

#### **4. Approval of Previous Minutes**

##### **a) Minutes of April 28, 2022**

**m/s Azra Jusuf / Sue Boone**

That the conference call minutes of April 28, 2022, be approved as presented.

**Recorded vote #1. Motion carried.**

#### **5. Officers' Reports**

##### **a) National President's Report**

Kevin Hanson, National Vice-President assumed the Chair. (9:18 a.m. to 9:25 a.m.)

**m/s Bruce Roy / Linda Harding**

That the report of the National President be adopted.

**Recorded vote # 2. Motion carried. (Appendix 'B')**

National President indicated that since the writing of his report he has also visited the following locals: Vancouver, Victoria, Winnipeg Mint and the Protective Services Officers (PSO).

National President assumed the chair at 9:25 a.m.

##### **b) National Vice-Presidents' and National Equity Officer's Reports**

**m/s Kevin Hanson / Jeff Tessier**

That the report of the National Vice-President, Kevin Hanson be adopted.

**Recorded vote #3. Motion carried. (Appendix 'C')**

**m/s Martine Babcook / Nicole Rousseau**

That the report of the National Vice-President, Martine Babcook be adopted.

**Recorded vote #4. Motion carried. (Appendix 'D')**

##### **Notes:**

Martine Babcook indicated since the writing of her report, that the GSU staff ratified their Collective Agreement.

Kelly Bush, National Vice-President, Equity is absent and unable to present her report. However, her report is included in these minutes. **(Appendix 'E')**

##### **c) Regional Vice-Presidents' Reports**

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

National Council members who submitted a written report were invited to address National Council. Verbal reports are no longer accepted.

Linda Harding advised National Council that GSU has seven seats for members to attend the PSAC Health and Safety Conference.

Jeff Tessier advised National Council that the PSO has elected new executive officers and that he will provide an updated version of his report to reflect those changes.

**Recorded vote # 5. Motion carried. (Appendix 'F')**

## **6. GSU Committee Reports**

### **a) Financial Review Committee**

Martine Babcook, chair of the Finance Committee, introduced the committee members: Azra Jusuf, RVP, Mélanie Hamel, RVP, Sonia Gagné, Local President 10060, Monica Martin, President Local 70019 and Monique Desrosiers, staff resource person.

Martine Babcook read the audited financial statements and answered questions.

**m/s Martine Babcook / Mélanie Hamel**

**Motion:** F-05-22

**Subject:** Approval of GSU (Audited) Financial Statements – December 31, 2021,

**Originator:** Finance Committee to National Council – September 30, 2022

The Finance Committee recommends the adoption of the GSU **Audited** Financial Statements – December 31, 2021, as presented in the Auditors' Report.

1. 2021 GSU Auditors' Report – Dec 31 – Appendix A.1
2. 2021 GSU Audited Operations to Dec 31 – Appendix A.3
3. 2021 GSU Financial Position at Dec 31 – Appendix A.4

**Recorded vote # 6. Motion carried.** (Appendices are not attached to these minutes. Documents were sent electronically prior to the meeting.)

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**m/s Martine Babcook / Mélanie Hamel**

**Motion:** F-06-22

**Subject:** Motion for the "Appointment of Auditors"

**Originator:** Finance Committee to National Council – September 30, 2022

The Committee recommends the adoption of engaging the services of Andrews & Co. Chartered Professional Accountants for the December 31, 2022, Financial audit.

**Recorded vote # 7. Motion carried.**

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**Motion F-07-22:** Local Presidents' Conference over Budget for 2022; and

**Motion F-08-22:** Insurance over Budget for 2022-2023 were provided for information purposes.

Martine Babcook gave a summary on appendices B2 and B3. She thanked Monique Desrosiers and the members of the Committee for their work and dedication.

### **b) By-Laws, Regulations and Policies Committee**

Reni Stein, Chair of the By-laws, Regulations and Policies Committee, tabled a report on behalf of the Committee.

**m/s Reni Stein / William Tait**

That the By-laws, Regulations and Policies Committee Report be adopted as presented.

**Recorded vote #8. Motion carried. (Appendix 'G')**

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The GSU By-laws Committee has the following two resolutions: (R1 and R2)

**m/s Reni Stein / Nicole Rousseau**

### **Local By-Laws Review Procedure**

#### **R1. Amendment of Policy 12 – Review of Locals’ By-Laws**

**WHEREAS** the procedure for the review of Locals’ By-Laws does not currently follow a seamless process

**BE IT RESOLVED THAT** Policy 12, Section 1 be amended as follows:

#### **Policy 12 – Review of Locals’ By-Laws**

##### **Section 1 – Procedure**

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

- a) **Prior to the AGM, the RVP, in consultation with the Local, will review the proposed amendments to confirm compliance with the Regulation 2 – Framework Local By-Laws.**
- b) **After the AGM or GM, each Local shall submit a copy of their amended By-laws to their RVP within 30 days two (2) weeks following their adoption. Meeting minutes shall also be included. at the Local’s General Membership Meeting. The meeting notice and the meeting minutes shall also be provided to the RVP. The Regional Vice-president will review the By-laws to confirm compliance with the Framework Local By-laws as found in GSU Regulation 2. The RVP will counsel the Local on By-Laws, Regulations and Policies.**
- c) The RVP will submit the Local’s amended Local By-laws to the GSU National Office for referral to the GSU By-laws and Policy Committee.
- d) The GSU By-laws and Policy Committee will review all Local By-law amendments. If in compliance, the Committee will recommend to the National President that the Local By-laws be ratified by the GSU National Council. **A copy of the new version of the By-Laws will also be sent to the GSU National office to be posted on the website.**  
Should the By-law amendments be found non-compliant, the Committee will refer them back **to the RVP** with explanation. **The RVP will review with the Local.**
- e) If the Local disagrees with the recommendations of the By-laws Committee, the Local may appeal to the National Council, explaining their disagreement.

**Recorded vote #9. Motion carried.**



**m/s Reni Stein / Nicole Rousseau**

**R2. Amendment of Regulation 2, B13 S.3 – Framework Local By-Laws**

**WHEREAS** the procedure to review Locals' By-laws is contained within GSU Policy 12; and

**WHEREAS** Regulation 2, By-Law 13, section does not refer to the Policy

**BE IT RESOLVED THAT** Regulation 2, By-Law 13, Section 3 be amended as follows:

**Regulation 2 – Framework Local By-Laws**

**By-Law 13 – By-Laws and Amendments**

**Section 3**

Any amendment shall become operative immediately upon adoption, unless otherwise specified, and shall be circulated to the membership of the Local, with a copy to the National President of GSU. ~~These By-Laws and any amendments thereto shall be subject to approval by the National Council of the GSU.~~ **Amendments to the By-Laws shall be done in accordance with GSU Policy 12.**

**Recorded vote # 10. Motion carried.**

**c) Education Committee**

Kevin Hanson, Chair of the Education Committee, tabled a report on behalf of the Committee. He introduced the members of the Committee: Linda Harding, Mike Leblanc, Liliana Manolache, Local President 00027 and Chantal Umphrey, Local President 30401.

**m/s Kevin Hanson / Linda Harding**

That the Education Committee Report be adopted as presented.

**Recorded vote #11. Motion carried. (Appendix 'H')**

The Education Committee has the following two resolutions: R1) and R2)

**m/s Kevin Hanson / Steve Colterman**

**R1) GOVERNMENT SERVICES UNION (GSU) GSU EDUCATION CURRICULUM**

**WHEREAS** Education is important for all GSU activists and;

**WHEREAS** PSAC education courses do not always meet the needs of GSU activists;

**BE IT RESOLVED THAT** GSU develops, tracks, and administers its own education curriculum tailored for GSU activists and;

**BE IT FURTHER RESOLVED THAT** The curriculum will be posted on the GSU website for consideration.

***Rationale** – Upon the assessment done by the Education Committee, it was found that PSAC courses differ in each region and found that GSU elected officers may need courses that are not offered by the PSAC to fulfil their duties. A training curriculum tailored to GSU activists will be done by the GSU National office in consultation with the Education Committee. It will take various forms such as videos, brochures, in-person via RVPs, etc.*

**Recorded vote # 12. Motion carried.**

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**m/s Kevin Hanson / Steve Colterman**

**R2) GOVERNMENT SERVICES UNION (GSU) Joint Learning Program (JLP)  
REGIONAL MENTAL HEALTH FIRST AID TRAINING**

**WHEREAS** Education on health and safety is important for all GSU activists and;

**WHEREAS** GSU activists handle inquires where members are in mental health crisis, activists need to be trained in mental health first aid and;

**WHEREAS** the JLP offers courses on mental health that are regionally accessible;

**BE IT RESOLVED THAT** GSU will work with the JLP to organize mental health training in each region once per cycle.

***Rationale** – Within GSU gatherings, the topic of mental health has arisen on several occasions. GSU activists are often the first responders when members are suffering from mental health crisis and activists need to be able to recognize the signs of deteriorating mental health in themselves as a result of helping others. The JLP offers mental health courses which are fully and jointly funded by TBS and PSAC to deliver education on the topic of mental health, therefore having GSU help coordinate the training in each region would provide support to GSU activist within their direct region.*

**Recorded vote # 13. Motion carried.**

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**d) Local Development Committee**

Kevin Hanson, Chair of the Local Development Committee, tabled a report on behalf of the Committee.

**m/s Kevin Hanson / Steve Colterman**

That the Local Development Committee Report be adopted as presented.

**Recorded vote #14. Motion carried.**

**(Appendix 'I')**

The Local Development Committee has the following two resolutions: R1 and R2.

**m/s Kevin Hanson / Steve Colterman**

**R1) GOVERNMENT SERVICES UNION (GSU) MEMBERSHIP-AT-LARGE SURVEY**

**WHEREAS** Local development and membership engagement is important to support the future success of GSU and;

**WHEREAS** All GSU members input is important for the component's success;

**BE IT RESOLVED THAT** GSU conduct an online survey to the membership at large once every 6 years (two cycles) and;

**BE IT FURTHER RESOLVED THAT** GSU mandates a firm to conduct the survey who will prepare a report on the results and;

**BE IT FURTHER RESOLVED THAT** A national strategic engagement plan be developed based on the results of the survey.

***Rationale** – One of the priorities set for the Local Development Committee by the National President was to better understand the engagement within GSU (or lack thereof) and a survey is a great way to get more insight into this topic. GSU currently has the emails of about 50% of our active members, and this sample size should be able to give us feedback that could filter into a National Strategic Engagement Plan. To keep the survey impartial, GSU would mandate a firm to conduct the survey.*

**m/s Steve Colterman / Heather Rawlins**

That this resolution be tabled and resubmitted with more clarity at the National Council in May 2023.

**Recorded vote #15. Motion carried.**

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**R2) GOVERNMENT SERVICES UNION (GSU) GSU MEMBERSHIP ON-BOARDING**

**m/s Kevin Hanson / Steve Colterman**

**WHEREAS** GSU membership on-boarding is the starting point for GSU activists to meet and educate members and;

**WHEREAS** A resolution was adopted at the 2008 GSU Convention to develop an orientation information presentation to communicate consistently with new members (Resolution 08/45) and;

**WHEREAS** having good on-boarding hygiene would help engage, educate and attract new activists;

**BE IT RESOLVED THAT** GSU enforce the resolution from the 2008 GSU Convention by developing an orientation information presentation for new members and;

**BE IT FURTHER RESOLVED THAT** GSU activists will lobby all levels of the employer to ensure they are allotted time to on-board new GSU members.

**Rationale** – Back in 2008 a resolution was adopted that has yet to be fully implemented. Years later, the need remains for a membership on-boarding process to educate members and keep up-to-date records of active members. Activists need to continue to push the employer to ensure they are provided a platform to on-board members and an on-boarding process is still left undefined.

**Recorded vote #16. Motion carried.**

Kevin Hanson thanked his committee for their dedication and support.

**e) Union Recognition Committee**

Heather Rawlins, co-chair of the Union Recognition Committee, (URC) tabled a report on behalf of Anthony Drozdowski, chair of the committee who was unable to attend the meeting. The Terms of Reference (TOR) were provided for information.

**m/s Heather Rawlins / Sue Boone**

That the Union Recognition Committee Report be adopted as presented.

**Recorded vote #17. Motion carried. (Appendix ‘J’)**

The Union Recognition Committee has the following resolution:

**m/s Heather Rawlins / Kevin Hanson**

**WHEREAS:** GSU Logo is extremely cumbersome;

**WHEREAS:** Due to various colors in the Logo this adds additional cost to promotional items;

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

**BE IT FURTHER RESOLVED THAT** the revamped GSU Logo be presented at the next National Council in 2023 with a costing.

**Recorded vote #18. Motion carried.**

**P.M. Session**

**f) Equity Committee**

Azra Jusuf presented a report on behalf of Kelly Bush chair of the committee who was unable to attend the meeting. She introduced the members of the Committee:

Mohammed Abo El Ella Local 70024, Pia Bahile Local 00027, Belkacem Mahdoume Local 10161, Sarah Bolger President, Local 90011, Shannon Boyd Local 20008 and Margarita Brovina, President, Local 70013.

**m/s Azra Jusuf / Heather Rawlins**

That the Equity Committee Report be adopted as presented.

**Recorded vote #19. Motion carried. (Appendix ‘K’)**

**g) Young Worker’s Committee**

Kevin Hanson, chair of the Young Worker’s Committee, introduced the committee members: Leanne Moss RVP and Simon Pazdor President, Local 50002.

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

That the Young Workers' Committee Report be adopted as presented.

**Recorded vote #20. Motion carried. (Appendix 'L')**

The Young Workers Committee submitted the following resolution:

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

**1) GOVERNMENT SERVICES UNION (GSU) RVP MENTORSHIP DUTIES**

**WHEREAS** Mentorship at all levels of GSU is important for the success of the component and;

**WHEREAS** No provision exists within Bylaw 7 Section 3 that defines an RVPs responsibility to mentor and train local representatives within their jurisdiction;

**BE IT RESOLVED THAT** a new paragraph m) be added to By-law 7, Section 3 which would read as follow:

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

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

***m) Regional Vice-Presidents are responsible to mentor local representatives in their jurisdiction. Mentorship can take various forms, including training.***

***Rationale – Regional Vice Presidents are important players when it comes to educating, supporting and guiding less experienced activists, who could fall within the young workers category. This amendment would clarify and feature the training and mentorship responsibilities assumed by RVPs within the appropriate section of the GSU By-laws.***

**a/s Nicole Rousseau / Sheldon Jacobs**

To refer this resolution to the By-law committee with the following instruction: that the resolution be written with more clarity.

**Recorded vote # 21. Motion defeated.**

**m/s Mike Leblanc / Sébastien Sinclair**

Motion to table.

**Note:** On a point of order Martine Babcook explained the meaning of motion to table. (In brief – for discussion later)

**Recorded vote # 22. Motion carried.**

**h) Collective Bargaining Committee**

No report presented.

**i) Standing Discipline Committee**

No report presented.

## 7. Grievance Report

Kevin Hanson is in the chair. (2:29 p.m. to 2:37 p.m.)

David Girard presented a verbal report on grievances and answered questions.

National President assumed the chair at 2:37 p.m.

## 8. Business arising from the previous minutes

National President advised National Council that the next National Council meeting will be held in person at the Inn at Laurel Point in Victoria BC in May of 2023.

## 9. New Business

No new items were added.

## 10. Round Table

Leanne Moss addressed National Council members on the two items that were added to the modified agenda: 1. Resolutions and 2. Jurisdiction.

### 1. Resolutions

**m/s Leanne Moss / Sue Boone**

To provide a status report and updates on passed resolutions from previous Conventions and to be presented at each National Council meeting. (Resolutions tracking system) and this recurring agenda item at every meeting).

**Recorded vote # 23. Motion carried.**

**Note:** National President advised National Council that resolutions of record are posted on the GSU website.

### 2. Jurisdiction

Leanne Moss wanted clarification on how members are assigned to locals. National President indicated to National Council that the members' official workplace is the actual building they work in and not their residence. This is the procedure on how members are assigned to a Local. For example: if you live in Ottawa and your office is in Montreal – Montreal is your official workplace. Its where the member would have to go in if they were call back into the office. The employer has a right to request members to return to their respective place of work.

The meeting ended with a round table discussion. National President invited National Council members and observers who were interested to speak.

**William Tait:** He thanked GSU staff for organising such a great conference. The locals that he represents were incredibly happy with the event.

**Reni Stein:** She advised National Council that members were asking about work agreements. Reni wanted to know if members must physically return to the office. National President indicated that the employer makes the final decision and interim work agreements can be changed at any time.

**Hassan Kajan:** He stated that it was a great week and thanked everyone.

**Suzanne Sirois:** She thanked everyone, and noted it was an amazing week and found it remarkably interesting.

**Gisele Weingartshofer:** She commented that it was an amazing experience, very interesting, and there were good debates.

**Rick Gabbey:** He echoed everyone's comments. The conference was well organised.

**Kirby Ryland:** He also echoed everyone's comments and thanked all for a wonderful week.

**Jack Pepper:** He gave a great big thank you to everyone and is hoping to get more members involved when he returns home.

**Sarah Bolger:** She thanked National Council Members for all the work that they do. (Great leaders). She enjoyed her week and commented that it was a better set-up than the PSAC Convention.

**Marc-André Guignard:** He thanked everyone for a job well done. It was an honor for him to be attending the various meetings and it was a wonderful experience. As a newly elected Local President he is still learning his role.

**Liliana Manolache:** It was a formidable week and she echoed everyone's comments.

## **11. Adjournment**

**m/s Linda Harding / Sheldon Jacobs**

The meeting ended at 3:30 p.m.

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### **Action items for next National Council Meeting in 2023**

#### **#6.d) Local Development Committee**

R1) Government Services Union (GSU) Membership-At-Large Survey  
Motion table – To provide clarification at the next NC meeting in 2023.

#### **#6.e) Union Recognition Committee**

To provide update on GSU Logo and costing at the next NC meeting in 2023.

#### **#6.g) Young Workers Committee**

R2) Government Services Union (GSU) RVP Mentorship Duties  
Motion table – Refer to the By-laws Committee for clarification.

#### **#10. Round Table**

To provide a status report on resolutions. (Standing items on the agenda)

## Recorded votes

<b>Legend / Légende:</b> 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	Minutes April 28, 2022	NP Report- Bruce Roy	NVP Report – Kevin Hanson	NVP Report – Martine Babcock	RVP Reports	F-05-22- Audited Financial Statement	F-06-22 – Auditors	Report of the By-Laws C'ttee	By-Laws – Policy 12 (R1)	By-Laws –Reg. 2B3 (R2).	Report of the Education C'ttee	Education – Res 1	Education – Res R2 (JLP)	Report of the LDC C'ttee	LDC – Res. 1 survey tabled	LDC – Res. 2 – On-Boarding
<b>Vote Number / Numéro de vote</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>
Babcock, Martine NVP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Bush, Kelly NVP Equity	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Hanson, Kevin NVP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Boone, Sue	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Colterman, Steve	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Drozowski, Anthony	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Hamel, Mélanie	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Harding, Linda	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
Jacobs, Sheldon	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Jusuf, Azra	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
Leblanc, Mike	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Moss, Leanne	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3
Paquette, Paul	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Rawlins, Heather	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Rousseau, Nicole	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Sinclair, Sébastien	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Stein, Reni	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
Tait, William	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Tessier, Jeff	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Roy, Bruce	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1



## Recorded votes

<b>Legend / Légende:</b> 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	Report of the URC Cttee	URC – Logo	Report of the Equity cttee	Report of the YWC Cttee	YWC R.1 – Mentorship Refer to By-laws Cttee–	YWC R.1 –Table (Mentorship)	Resolution tracking									
<b>Vote Number / Numéro de vote</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>									
Babcock, Martine NVP	1	2	4	1	2	1	1									
Bush, Kelly NVP Equity	4	4	4	4	4	4	4									
Hanson, Kevin NVP	1	1	1	1	2	1	1									
Boone, Sue	1	2	1	1	1	3	1									
Colterman, Steve	1	1	1	1	2	2	1									
Drozdowski, Anthony	4	4	4	4	4	4	4									
Hamel, Mélanie	1	2	1	1	2	1	3									
Harding, Linda	1	1	1	1	1	2	1									
Jacobs, Sheldon	1	1	1	1	1	1	1									
Jusuf, Azra	1	2	1	1	2	2	4									
Leblanc, Mike	1	1	1	1	1	1	1									
Moss, Leanne	1	2	1	1	2	1	1									
Paquette, Paul	1	1	1	1	2	3	1									
Rawlins, Heather	1	1	1	1	3	1	1									
Rousseau, Nicole	1	1	1	1	1	1	1									
Sinclair, Sébastien	1	1	1	1	2	1	1									
Stein, Reni	1	2	1	1	1	1	1									
Tait, William	1	1	1	1	3	1	1									
Tessier, Jeff	1	3	1	1	1	1	1									
Roy, Bruce	1	1	1	1	2	1	1									

**GSU National Council Meeting  
Sheraton Centre Toronto Hotel  
Friday, September 30, 2022 – Civic Boardroom**

**Appendix 'A' – Agenda**

1. Call to Order and Announcements 9:00 a.m.
  - a) Oath of Office (Sébastien Sinclair)
2. Approval of Agenda
3. Hours of Session
4. **Approval of Previous Minutes**
  - a) Minutes of April 28, 2022
5. **Officers' Reports**
  - a) National President's Report
  - b) National Vice-Presidents' and National Equity Officer's Reports
  - c) Regional Vice-Presidents' Reports
6. **GSU Committee Reports**
  - a) Financial Review Committee
  - b) By-Laws, Regulations and Policies Committee
  - c) Education Committee
  - d) Local Development Committee
  - e) Union Recognition Committee
  - f) Equity Committee
  - g) Young Workers' Committee
  - h) Collective Bargaining (No report)
  - i) Standing Discipline Committee (No report)
7. **Business arising from the previous minutes**

**Action items:**

  - To provide update – Location of National Council Meeting in 2023
8. Business arising from the previous minutes
9. New Business
10. Round Table
  - 1) Resolutions
  - 2) Jurisdiction
11. Adjournment

## Government Services Union

### **Appendix 'B' – Report of the National President, Bruce Roy Quarterly Report**

**April 2022 – June 2022**

**Submitted 30 July 2022**

Friends:

It has been more than nine months since I had the privilege of leading the great family that is the Government Services Union. It is my pleasure to submit my third report, as National President, in accordance with Government Services Union By-law 7, section 1.

#### **Membership**

At the beginning of July, we had 10,627 members. Of those, 8,353 are employed at Public Services and Procurement Canada, 1,508 at Shared Services Canada and 766 at the Royal Canadian Mint.

Our growing number means that more members are seeking assistance from our Locals, and I am committed to ensure that our activists have the tools and knowledge they need to meet the demand.

#### **National Council**

National Council met for the first time in person since 2019 in Gatineau, Québec from April 26 to April 28, 2022, for its triennial retreat. The event was packed with insightful workshops and was the perfect occasion for members of the Council to get to know each other.

National Council has had many changes in the past three months as we said farewell to three outstanding members: Shanny Doucet—RVP for New Brunswick & PEI, Jeannette Fillion—RVP for the Royal Canadian Mint and Michèle Parent—RVP for Western Quebec stepped down from their roles. I want to thank all three for their dedication over the past years and welcome Mike LeBlanc (RVP NB&PEI), Jeff Tessier (RCM) and Sébastien Sinclair (Western Quebec) to the GSU National Council.

#### **Consultations**

Consultations with the various employers continue. Below is a summary of the various consultations I attended for the period covered by this report:

##### **Shared Services Canada (SSC)**

- National Health and Safety Policy Committee (NHSPC)
- Internal Branch Labour-Management Consultation Committee (IBLMCC)
- Human Resources Union Management Consultation Committee (HRUMCC)
- National Labour Management Consultation Committee (NLMCC)

### **Public Services and Procurement Canada (PSPC)**

- National Health and Safety Policy Committee (NHSPC)
- Labour Management Consultative Committee (LMCC) with Pay Administration Integrated Branches
- Real Property Management Consultation Committee (RPMCC)
- Pay Administration Branch Labour Management Consultative Committee (LMCC)

### **Treasury Board of Canada Secretariat**

- Technical Sub-committee (Phoenix)
- Executive Level Phoenix Union Management Consultation Committee
- Next Gen

### **Public Service Alliance of Canada**

- National Board of Directors
- PSAC Holdings Board
- Roles and Responsibilities and Structure Committee
- Ad-hoc Sub-Committee of the NBoD on unallotted members

Key recurring points for the Treasury Board departments is the return to work at the office. Both PSPC and SSC are committed to a hybrid work model from home and from the office wherever possible. In both cases they have not defined the meaning of a hybrid work model.

In our consultations with TBS, the Phoenix Pay System is front and center. We are advocating for more resources. The current staffing levels do not meet the demand, and that is unsustainable for our members. The well-being of our members is a priority for the GSU, and the current workload and pressures that are being put on our members employed in pay administration is an ongoing concern.

GSU also strongly opposes the current method of recovery of overpayments. Members with overpayments dating back to 2006 are required to repay amounts while the explanation of the overpayments is not being clearly identified.

A call to solidarity, our members at the Royal Canadian Mint Production sites in Winnipeg and Ottawa are in the midst of collective bargaining. The bargaining team has the GSU's full support, and we are optimistic that a fair deal will be achieved. Just around the corner, our members from the Winnipeg Protective Services Group will be commencing their collective bargaining process.

### **PSAC 2022 National Convention May 26, 2022, to June 3, 2022**

The PSAC National Convention was held virtually from May 26, 2022, to June 3, 2022. Over five hundred delegates participated in this event. Although a virtual convention for such a large number of delegates is not ideal, most of the business was completed during the session. I am extremely proud of the professionalism demonstrated by the GSU delegates. We showed once again that GSU is a leader within the PSAC.

## GSU Locals

In addition to the virtual AGMs, I attended since getting elected, I also had the opportunity to meet with some of our Locals' executives and join them for lunch or dinner. This meeting format proved to be very productive. The exchanges with local executive officers, away from an AGM setting, allowed for candid discussions that proved to be beneficial for all involved.

Below, is a list of AGMs I attended:

<u>Date</u>	<u>Local</u>	<u>Area</u>
April 20	10161	Montreal
April 25	80052	Halifax
May 3	10060	Matane
May 5	10011	Quebec
June 7	40007	Saskatchewan
June 28	60018	Shediac

We also held a general meeting on June 8, 2022, for Local 60009 in Moncton, New-Brunswick, where a full executive was elected.

The next table lists all the local executives I had the opportunity to meet:

<u>Date</u>	<u>Local</u>	<u>Location</u>
May 4	10011	Mont-Joli – Maurice Lamontagne Institute
May 4	10060	Matane
May 5	10011	Quebec Check Production Centre
June 28	60011	Miramichi
June 29	60018	Shediac
June 29	60009	Moncton
June 30	90031	Charlottetown
July 12	20001	Victoria – Graving Docks
July 13	20008	Vancouver

## **Priorities**

I continue to be 100% committed to the priorities set by Convention in October 2021 and the promises I made to the delegates.

I believe that it's important to meet and have informal discussions, in person. I have started those conversations by meeting some of the executives and will continue to do so until I have met with all Locals. As mentioned above, these types of meetings with the Local executives allow for a two-way communication and truly helps me grasp the current issues faced by the Locals and the membership in the various regions.

The GSU was at the forefront of representing our membership on the outset of the GoC vaccination mandate. Our National Council met on numerous occasions and in solidarity, we stood with our members and filed grievances on behalf of those who were put on Leave Without Pay (LWOP).

Recently, GSU became active on social media with its own Instagram account. You can follow us here: [https://www.instagram.com/gsu\\_ssg/](https://www.instagram.com/gsu_ssg/). We are seeking your help to feed our account, so send us your pictures of union events you attended or union activities you participated in!

We are working tirelessly on strategies to help us recruit leaders for today and tomorrow's GSU.

## **Upcoming Events**

For the first time since 2019, GSU will be holding its Local Presidents' Conference. This event will take place in Toronto at the end of September. Finally, at the end of November, we will have a Young Workers Conference, this time in Ottawa.

## **Conclusion**

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

I would like to end this report by acknowledging the GSU Staff who each day work diligently to serve our members and activists. I commend you for your professionalism and dedication.

Thank you from the bottom of my heart

Respectfully submitted,



## **Appendix 'C' – Report of the National Vice-President, Martine Babcook to GSU Local Presidents Conference Toronto 2022**

I am looking forward to seeing all of you in Toronto for the Local Presidents' Conference. In May of 2022 myself and your National President Brother Roy along with Brother Hanson and Sister Bush met to strategize what this Local Presidents' Conference would look like. We worked on what GSU should look like in the future and how we can be united going forward. Some of the main issues were the lack of training in the Locals and how we can assist them to be active. I am sure the agenda for this upcoming Local Presidents' Conference will be one that will energize each and every one of you to go back to your Local Executive with a clear understanding of your roles. As chair of the Finance Committee, myself along with the Committee Members presented an unaudited report of GSU Financial Reports and I am happy to report that GSU is in one of the best financial situations it's ever been.

For the last couple of months along with Brother Roy we are in the process of negotiating a Collective Agreement for the GSU staff, this is the second time as National Vice-President that I have participated in this process.

In ending my report nothing has really changed from the last report other than we are slowly getting back into the office as the restrictions start to lift. We are continuing to have discussions with the Employer on this matter. As one of the National Vice-Presidents, I also attend the National Health and Safety Policy Committee meetings as well as the National Labour-Management Consultation Committee, Real Property Labour-Management Consultation Committee and Procurement Services. The National Health & Safety Policy Committee has created a subcommittee 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 pandemic, and we have been working closely with members affected to ensure their needs and voices are heard. I want to assure you that the members' concerns are our priority and will always be.

In closing I want to thank every one of you from PSPC, RCM and SSC for your continued support and hard work you do every day. Have an amazing Local Presidents' Conference and I look forward to seeing you soon.

In Solidarity,

Martine Babcook  
National Vice-President GSU

## **Appendix 'D' – Report of the National Vice-President, Kevin Hanson April 2022 – August 2022**

The past few months have been busy, where I have had the opportunity to represent our members' interests on various consultation platforms and union events. This includes SSC consultation meetings, where I sit on the future of work committee and am involved in a weekly touch point meeting with the Director of Labour Relations, where COVID items are deliberated. I continue to attend their NLMCC and HRUMCC along with their NHSPC, which occurs once every few months. SSC has introduced an IBUMCC consultation platform, which takes up a lot of my time and energy. I Co-Chair the Bill C-65 working group, which is a working group from the NHSPC. I also participate in the Contracting Out, Official Languages, and Accommodations in the Workplace working groups. All these meetings have been productive, to the point that the SSC President asked if I would say a few words alongside him at his department wide Town Hall meeting in June.

It seems the positive strides that I am making at SSC, is allowing GSU to foster healthier partnerships with our counterparts. In April, SSC reached out and asked if I would attend their department-wide onboarding seminar, where they gave GSU an allotted timeslot to do a presentation to our new members. Unfortunately, I was not able to attend, and the local president of 70017, Suzanne Sirois, did a phenomenal job replacing me.

The GSU retreat was a great success, and a way to continue to push for better mental health support for our activists. I remain an advocate for mental health services for our GSU activists, so they are supported doing union work. Also, progress has been made in the various GSU committees that I chair, as each committee has met several times in the last few months, and all have been productive meetings.

I had the privilege of attending my very first PSAC convention, where I absorbed a lot of knowledge and even spoke on a successful resolution on the convention floor. Although the event was held virtually, I am hoping the opportunity will present itself for an in-person event for the next one. Speaking of in-person events, I had the chance to attend my very first PSAC NBOD meeting as the GSU National President's technical advisor. It was a wonderful learning opportunity, and GSU was well represented by our National President, Bruce Roy.

I was able to get in contact with many of you over the last several months in my efforts to complete the GSU consultation map. Unfortunately, technical issues arose nearing the tail end of my work. Fortunately, Dominique Barrette was able to salvage the document I had created and has access to the program I was using, so I will be meeting with her in the coming months to finalize the product.



I want to thank many of you who have invited me to various virtual AGMs in the last few months, where many of them have been extremely successful. I share a great deal of gratitude to all the Local executive members and Regional Vice-Presidents for holding such amazing AGMs. GSU's energy and momentum are astonishing, and I'd like to wish everyone well for the months ahead!

Sincerely,

Kevin Hanson  
National Vice-President (NVP) of the Government Services Union (GSU)

## **Appendix 'E' – Report of the National Vice-President, Equity, Kelly Bush**

### **July 2022**

Wishing you all health and safety as you read this report. The time since my last report has seen a mix of returning to “normal” and remaining safe. The variants are still coming and there is a need to try to balance caution with safety.

I hope that you are able to find time to relax and recharge, whether it's a staycation, a local vacation or a travelling vacation, use the time our collective agreements have ensured we get.

I think it's important to inform you that I left the role of Indigenous Chair of the employee network, to another position with an equity lens. I advise of this as many believe that involvement in the union is a career killer, the new position was a promotional opportunity and partly from the jobs I have held and the union activities I have been involved have led to this position.

We saw the first PSAC virtual National Convention, some resolutions were passed with respect to equity. PSAC will offer Unionism on Turtle Island once per cycle and there will be an increase in the number of women going to the conventions. I would say that the themes have been equity and accountability through the convention cycle.

The following are the meetings and the committees I am involved in and a highlight of the activities and discussions. I encourage you to call or email me if you have any information to add or thoughts on any of these topics. I often write that we can't represent your concerns if you don't share them, we can and will ensure your privacy is respected.

#### **National Consultation:**

**Covid Meetings:** This was biweekly and now has reduced to every 3 weeks; a meeting where the department shares what is going on with the Covid return to the office, change in OCHRO guidance and the mandatory vaccination roll out, audits and changes. We have pressed for answers on the audits and had input into the return to the workplace. The relationship is becoming more mature all the time and GSU is always respectful.

**National Health and Safety Policy Committee:** This is the only legislated consultation and is well attended. The Evolution of Work has been a recurring theme at each meeting as well as the Bill C-65 harassment and violence process. We have yet to have the working group meet to discuss the criteria for evaluation of the investigators. Please, we urge you, if you or your local has a harassment case, consult with the GSU National Office. We also want to encourage taking the mandatory training on Bill C-65 as education is key and will help everyone. If you have a toxic workplace or reports of, we can help with that as well. The assurance of voluntary compliance is very low in numbers likely due to the limited office staff. The Employee Hazard Profile is well done, and we encourage you to complete the profile if you have not.

**National Labour Management Consultation Committee:** The last meeting was April 13, these occur biannually. The format for these meetings is usually presentations followed by questions. We can reach out to the employer at any point and don't have to wait for these meetings. If there is an issue that comes up, please reach out to one of us. The presentations were on the Gradual Evolution to a Hybrid Workplace, Diversity and Inclusion Action Plan update, PAB-Newcomers Federal Internship Program and DOB-Insider Threat.

**Pay Administration Branch LMCC:** I am still relatively new at this table; Stephanie Kirkland and I joined this table around the same time. This is a cordial relationship that is forming, and I have posed some difficult questions for the June 29 meeting. They were unable to respond but committed to add those items to the next agenda. We want to ensure that we are bringing something to the table each time, it could be questions, issues/concerns or success stories. So, I would ask these members to reach out to me or any one of the consultation team members to work on this if you wish.

**Joint Committee on Employment Equity & Diversity:** I have not been to one of these meetings in a long time (December 2021 and June 2022 as I was on vacation), I will ensure next time this is attended by one of the GSU committee members. I can report that the DIAP has been approved (also known as the employment equity plan) at EXCO and we can look at rolling it out. There is an equity calendar from the Anti-Racism task force, a departmental accessibility plan coming out as a draft was presented, The Listening Ear program was also presented, as well as the Q4 Diversity Dashboard.

**Bill C-65 Working group:** Unfortunately, meetings have not been called. At the NHSPC we are asking for this group to be brought together again. Hopefully, I will have an update in the next report.

**GSU Equity Committee:** We have begun monthly meetings and will have our first in-person meeting at the end of August.

I remain ready and willing to talk with you, provide advice and guidance as required. I can't do my job really well without your input.

Looking forward to seeing everyone.

Wela'liok – Maarsii – Nia:wen – Merci – Miigwetch – Thank you

## **Appendix 'F' – Report of the Regional Vice-President, Sue Soubra Boone Ontario Region**

Greetings to all my Fellow Union Brothers, Sisters, and Friends.

It is my pleasure to submit my report as RVP for Ontario Region.

Writing these reports allows me the opportunity to reflect on the past year's activities and my dedication to serve our members while dealing some health issues. As usual, it has been a busy and challenging year, working from home all the time, and dealing virtually with members' issues. It was a different year, not like most years, especially due to the pandemic. There are several reasons for members to be stressed out while working from home. The big issues are COVID-19 issues, and specially for members who are not vaccinated. They refused to get vaccinated depending on their beliefs, which put them on LWOP. They got stressed out because of what is going on. But in the end, our members simply require our services on a wide variety of issues more than ever. The most common issues have been with concerns relating to discipline, and accommodation issues related to the LWOP regarding the vaccinations. Last, but not least "some members who do not want to get their vaccine," and they would like for the union to support their decision.

Due to the ongoing pandemic and health restrictions in various provinces, the Locals, and Local Executive Committees meet virtually once a month to discuss and deal with the members' issues. The Toronto Local is very busy with grievances, and it is a virtual working environment, which significantly changes the ways in which our members perform their work and responsibilities. But our members have gotten used to it, and it seems the majority enjoy working from home, especially those who have family and kids. They started to adapt to the challenge of new ways of working. Local 00031 in London, due do to not having enough members in the local to form an Executive Committee, has been merged with Local 00027 in Toronto.

As co-chair of the Regional Occupational Health and Safety Committee, it has been very interesting. I am a member of the PSPC Ontario Region Phycological Health and Safety Committee (ORPHSC), as well as being a member of the PSPC Accessibility Consultation Committee. I also attend the GSU/PIPS monthly meetings, and the Regional Director General monthly stand-up meetings.

I participate with the National Human Rights Committee for the working group for Members with Disabilities via conference calls. I attend PSAC Area Council Meetings and Human Rights Meetings whenever possible and attend the PSAC Ontario Regional Council Meetings as the Members with Disabilities Rep., (at no additional cost to GSU). Also, I sit at the Regional Health and Safety Committee. I continue to attend PSAC Training when available and I utilize the PSAC Online Training modules to continue my own union education. I also share the education information with the local members, to encourage them to participate.

Lastly, I would like to thank sister Azra Jusuf for her support, and respect that she has provided me throughout this year. Also, I would like to thank the Local Executive members in the Ontario Region, especially Sisters Liliana Manolache, Local President and Gabriella Vieira, Local Vice-President for the work they have been

doing for members. Thanks to the GSU National Council and the GSU staff for their on-going support. I look forward to meeting face-to-face.

Thank you, In Solidarity,

**Sue Soubra Boone**

Regional Vice-President (RVP) Ontario  
Government Services Union (GSU)

## **Appendix 'F' – Report of the Regional Vice-President, Steve Colterman National Capital Region, GSU National Council – September 2022**

Sister and Brothers, I am pleased to submit this report for my first Local Presidents' Conference as Regional Vice-President. (RVP)

Firstly, I would like to extend my thanks to all who supported my candidacy for RVP at the GSU Triennial National Convention and my congratulations to candidates for all positions both elected and not.

As RVP, I continue the work to support and enhance the dedicated executive of Local 70055. Although this local executive served its members well under the past presidency of brother Kevin Hanson, it has experienced a fair amount of executive member turnover in the last few years. Under the leadership of the current president, sister Edith Germain, the 2022 AGM saw the local elect and re-elect a full executive. Since then, this local has continued its efforts to engage members through online Facebook events and in person get together. I would like to thank sister Margarita Brovina, president for Local 70013 as her and her local volunteers have supported local 70055 with shop stewards and with mentorship in permitting new executive members to attend their shop steward meetings. Although local 70055 is currently experiencing some challenges, with the lifting of COVID 19 restrictions, they are dedicated to expanding their member engagement, meeting with the employer, and reaching its members through grass roots engagement.

I am also a member of the GSU Local Development Committee. This committee, under the leadership of brother Kevin Hanson has met numerous times in 2022, we have had fruitful discussions and continue to develop great ideas and plans to strengthen and support locals and to share the best practices of the more successful locals.

I would like to welcome all the presidents and observers to this year's Local Presidents' Conference, I hope you have enjoyed your time, learned, and shared valuable best practices and that you will leave here with the confidence and knowledge to be the future of Government Services Union.

In Solidarity,

Steve Colterman

Regional Vice-President

GSU-NCR

## **Appendix 'F' – Report of the Regional Vice-President, Anthony Drozdowski Atlantic Region**

Sisters and Brothers:

Since my last report, I have been engaging in ongoing consultation regarding the return to the workplace. With the pandemic restrictions being lifted, I continue negotiating for a balanced and volunteer approach for our members. The number of certified first aiders in Nova Scotia is at the record high, so we are well positioned to provide adequate coverage for those members who return to the office.

I observed and have actively redressed/tabled for consultation an increasing number of harassment situations. Most common occurrence continues to be during performance management discussions when supervisors try to disguise their malicious conduct in one-on-one conversations. On a positive note, the misuse of “fitness to work assessments” with malicious intent by the supervisors continues to decline in Nova Scotia. We monitor the challenge to ensure that the positive trend continues.

The abuses of staffing processes continue to be a regular occurrence in the Atlantic Region. Same is with filing and reporting of harassment / violence in the workplace HOIRs. There are cases where Workplace Health and Safety Committees (WHSC) have been circumvented in the process. The lack of reporting of these HOIRs through ROHSC needs attention. We continue the consultation to fix this challenge.

I initiated consultation with NC members on the initiative of having RVPs included in the National Health and Safety Committee as observers and also to include WHSC co-chairs as observers at their respective ROHSC meetings. The proposal is to have observers attend via telephone or MS teams at no cost to GSU or the employer. The consultation is ongoing; more on that exciting initiative to come in future reports.

The Nova Scotia Local held another virtual AGM early this year. I attend all Regional Labor Management and Regional Health and Safety meetings and successfully established a new consultation relationship with a recently appointed RD HR Atlantic. I am happy to report successful resolution of all workplace safety situations and grievances brought to our attention during this period.

The Nova Scotia members have been actively involved with the regional PSAC office in support of the new bargaining cycle. We continue to work closely with the Atlantic PSAC on updating our membership lists and on solutions to the anticipated challenges of virtual picket line.

I would like to thank my regional counterparts Leanne Moss (RVP NL) and Michael Leblanc (RVP NB) for their support, dedicated collaboration, and solidarity. I also would like to thank our GSU staff for their dedication and support. Last but not least, I would like to thank Bruce Roy for his ongoing support and guidance.

Respectfully submitted,

Anthony Drozdowski  
RVP, Nova Scotia

## **Appendix 'F' – Report of the Regional Vice-President, Linda Harding Pacific Region**

### **National Council Meeting, April 2022**

It has been a year since our convention and over two years have passed since the beginning of the pandemic. We have proven to the department that we have been able to carry on the business of our various branches. Once again, a big thank you goes out to everyone who has had to work full time in the office or who has come in periodically due to operational requirements. This still is a challenge to your mental health, to your family and to your routine. We will continue to work with management to determine the next steps in the evolution of work / hybrid work.

Union meetings have slowed down now that we have normalized, however, the number of meetings that I attended over the past year is still quite substantial. I am happy that the majority of the meetings are virtual which saves on a lot of commute time and allows me to multitask during the day. This past couple of months some of my union meetings have returned to in person this has been a challenge for everyone concerned as sitting all day in a meeting wearing our masks and not moving about can be challenging, I continue to meet and represent us with GSU, PSAC BC, BC Federation of Labour and the United Way. With the other local labour leaders, we continue to meet on a semi-regular basis with the RDG to ensure she is hearing the issues that you have been bringing forward. Our Workplace Resumption committee has ended now that they feel we are at the end of to pandemic. I am co-chairing the Regional Health and Safety meetings as well as attending the Regional Labour Union Management Consultation Committee meetings.

Now that most of our restrictions in the province have lessened many are wondering when the restrictions in the office will also return to normal or at least removing the mask mandates. Our work agreements are still in place, but the department is moving towards having more employees return to the workplace. I have advised members that our intern work agreements are still in place until the end of the fiscal year. The Future of Work and how we will be working is currently being worked on but should not become the norm until our IWA's have expired.

During the past year, we have had a turnover in RDGs. Ravinder Rakhra, who came into the position during the summer of 2020 has left and a new RDG Yvette-Monique Gray came in last summer. We have a much more collaborative relationship over the past 10 months. For the first time ever, we were invited to speak as Labour Representatives at Townhalls, participate in Open Houses and to provide meaningful feedback on how we were returning to the workplace.

I have attended quite a number of National Officer Conferences; as well as PSAC BC Regional Council Conference calls and National Council Conference calls. Unfortunately, a few of them have been quite close together and all the same information has been given. Therefore, not all the calls were informative.



I attended the National Council Retreat and National Council meeting in April 2022 in Gatineau. This was my first in person-meeting.

With my PSAC hat, I have attended the monthly BC Federation of Labour Standing Committee on H&S. I am also on the steering committee for the national PSAC Health and Safety Conference which will be held January 27th to 29th in Montreal.

I am also the representative on the United Way of the Lower Mainland Executive Cabinet and the Campaign Cabinet Labour Committee (CCLC) which hold monthly meeting. Our meetings have been virtual with the exception of the April meeting which was held in person. It was nice to see familiar and new faces as not everyone has their camera on when we're on our teams calls. The meetings have resumed its 7:30 AM.

Local 20008 had it's AGM in February which resulted in the acclamations of sister Andrea Lima as Local President, Sister Manpreet Gill as vice-president, Mark Deutscher as treasurer, Alysha Baryer as secretary, and Shannon Boyd as equity officer.

I attended the national PSAC convention which was held virtually over a two-week period. I have to say that this was the most challenging convention I have ever attended. The number of people with points of order or points of privilege and the monopolizing of the mic by various people is something I have only seen at the BC federation of labour conventions. Unfortunately, we did not get through as much work and resolutions as we should have. If the convention had been in person, I believe that many more resolutions would have been heard. I am hopeful that this is the last time a virtual convention of any kind will be held.

One last thing, I would like to give a big shout out to all those who have continued to come into the office, who have continued to do their job remotely, and who welcomed new colleagues virtually.

In closing, I would like to thank the staff at GSU. Sister Maria Thomas, thank you for all that you do for our travel bookings, meeting logistics, etc. This is not an easy job. To Sister Andrea Lima thank you for all the work that you do to support our members, you definitely make my job easier. To Sister Reni Stein, thank you for always having my back and being able to give me the words that I want to use.

Respectfully submitted,

Linda Harding  
RVP, Vancouver, and the Lower Mainland

CCLC meeting – October 14 <sup>th</sup>	BC Federation of Labour H&S Committee Meeting – February 1
Regional Council meeting – November 2-3	PSAC National Women’s & Access Caucus Meetings – February 2
Labour leaders touch base – November 9	GSU Education Meeting – February 7
CCLC Meeting – November 16	Labour Leaders Touchbase – February 8
BC Federation of Labour training – November 18	Discussion with Local re: grievance issues & next steps – February 9
BC Fed Lobby – November 22-23	GSU Local 20001 AGM – February 24
PSAC National Equity Conference – November 23-28	BC Federation of Labour H&S Committee Meeting – March 1
Special Regional Council Call on Flood Relief – November 29	United Way Executive Cabinet – March 23
GSU Conference Call – November 30	PSPC Mental Health Working Group – March 24
United Way Labour Appreciation Night – December 2	United Way Wrap-up Event – March 31
GSU Conference Call – November 30	Regional Labour Management Meeting – April 5
United Way Labour Appreciation Night – December 2	BC Federation of Labour H&S Committee Meeting – April 5
BRUSH meeting – December 8	Regional Health & Safety Meeting – April 8
United Way Cabinet Meeting – December 8	Expanded OSH/LR Event Prep Meeting – April 14
Grievance Inventory Review – December 9	CCLC Meeting – April 21
GSU Conference Call – December 10	United Way Cabinet Meeting – April 22
Regional Labour Management Meeting	National Council Retreat and National Council Meeting – April 26-28 (in person)
Regional Health & Safety Meeting – December 15	BC Federation of Labour H&S Committee Meeting – May 3
BC Federation of Labour H&S Committee Meeting – January 4, 2022	Regional Council Meeting – May 5-6 (in person)
Bentall Memorial – January 7	BRUSH Meeting – May 11
Carex Canada’s occupational Exposure Estimates – Webinar & Panel Discussion – January 25	PSAC National Triennial Convention and Caucuses – May 23 – June 3

Labour Leaders Touchbase – January 27	PSAC National H&S Conference Steering Committee Meeting – June 6-9
National Officers meeting – January 27	Labour Leaders Touchbase – June 28
FPSLREB Mediation Training – January 28	Labour Partners input to Mental Health Action Plan – June 29
United Way Cabinet Meeting – February 15	BC Federation of Labour H&S Committee Meeting – July 5
GSU Education Committee – February 15	Regional Labour Management Meeting – July 6
BRUSH AGM – February 16	Regional Health & Safety Meeting – July 6
GSU Conference Call – February 23	PSAC Summit Training – July 7-8 (in person)
GSU Local 20008 AGM – February 23	

Meetings that will take place by our Local Presidents' Conference and National Council meeting:

Dinner with Local Executive – July 13	BC Federation of Labour H&S Committee Meeting – September 6
Regional Council Conference Call – July 14	BRUSH Meeting September 7
Labour Leaders Touchbase – August 23	Regional Labour Management Meeting – September 11

## **Appendix 'F' – Report of the Regional Vice-President, Sheldon Jacobs Manitoba & Saskatchewan**

July 7, 2022

### **Re: Report for the GSU National Council Meeting**

This year hasn't had a lot of changes. Most meetings were held virtually except we were able to meet in person for our National Council Retreat/meeting. The one constant was everyone was still working from home.

Local 50002 in Winnipeg seemed to have a strong executive and seemed to be thriving with the new Local Executive, but with the Local President moving on, the local had some challenges filling an executive. At the AGM, an executive was elected, however, soon after the treasurer resigned, and the search continues for a treasurer.

Local 40007 in Saskatchewan has maintained and may have even added to their membership numbers with some new employees being hired. The Local had a struggle to get interest in members attending the AGM, but after the second time, a successful meeting was held with new executive members being elected.

The locals in MB and SK seem to be struggling with member engagement, despite the efforts of the executive, I found it challenging to get members to attend the AGMs. I believe the fact the membership is not working in the office is a big contributor to this lack of engagement.

There continues to be some members who are trying to get long-standing Phoenix issues resolved.

I'm hoping to see more changes for the better in the future, and I'll keep trying my best to make it happen.

Thank you,

Sheldon Jacobs,  
GSU Regional Vice-President for Manitoba & Saskatchewan

## **Appendix 'F' – Report of the Regional Vice-President, Azra Jusuf Ontario Region**

Sisters, Brothers and Friends, I am pleased to share this report for our long awaited in-person Local Presidents Conference. My last report was produced in Feb 2021, and since the last report here are activities that I have been involved with.

I have been the GSU rep on the Ontario Regional Business Resumption Committee whose mandate is to ensure coordination of all business resumption matters related to COVID-19. With Covid measures easing up the meetings have become more irregular now, but the committee still meets as needed.

Along with the other RVP for Ontario region, Sue Soubra Boone, I have been assisting the GSU 00027 executive and provided support and guidance. We have been holding regular meetings with the executive, and we have also welcomed new members as local 00031 has been amalgamated to local 00027.

I am still heavily involved with representation in our region. I have been bringing elected officers as observers into grievance hearings pending completion of required training to assist with hearings. I continue to assist members with fact finding meetings, duty to accommodate, action plans. I still participate in informal discussions with managers and continue to provide support to members on a variety of issues including vaccination policy and grievances where members were denied accommodation based on medical and religious grounds.

I am a member of our RUMCC and ROSH committees as a GSU rep. These meetings take place quarterly. In addition, I attend monthly stand-up meetings with our RDG, LR and HR reps, as well as fellow PIPSC reps.

We continue to hold monthly meetings with our PIPSC colleagues. It's a space where we discuss common issues, share information, and often discuss items that we want to bring up in meetings with management. I also participate in quarterly meetings with the PTS director and regional managers, along with the GSU 00027 executive and PIPSC colleagues.

Following the last GSU convention, I have become a member of the GSU standing Finance Committee, we held meetings in April 2022 to go over Financial Statements.

I am also a new member of the GSU Equity Committee, I have been attending our monthly meetings for the past few months, and I participated in our in-person meetings held in Ottawa in Aug 2022.

### **Past Events**

- TB Bargaining Conference, April 2021
- GSU National Triennial Convention, October 2021
- PSAC Ontario Convention, June 2021
- GSU RVP Retreat April 2022
- PSAC 2022 National Triennial Convention, June 2022

- GSU Equity Committee Meetings, Aug 2022 (Anti-Oppression Workshop)

### **Upcoming Events**

- Local Presidents Conference, Toronto, Sept 2022
- Ontario Regional Health and Safety Conference, Toronto, Oct 2022
- NC Council Meeting, Victoria, BC, 2022

I want to express my gratitude to the National President, NVPs, fellow RVPs and GSU staff for their mentorship and their continued support, as well as for organizing GSU meetings and events where we can openly and respectfully discuss ongoing issues, share knowledge and network. And most importantly, I feel that we are a part of a supportive community of activists who share our vision. I look forward to welcoming you to our region during the Local Presidents Conference.

## **Appendix 'F' – Report of the Regional Vice-President, Mike LeBlanc Atlantic Region**

On April 1, 2022, I became the RVP for NB and PEI and was not an April Fool's joke. I have big shoes to fill as Shanny Doucet decided to step down. I owe a lot to sister Shanny; she has been a long-time friend and colleague. I would like to thank her for all she has done for members of local 60018 and members of GSU and PSAC in the region and across all the union world. She is a true union activist and I have total admiration of all she has done for workers. Merci Shanny.

Since taking the position, I have had many conversations with the former and present Presidents of locals 60009, 60011, 60018 and 90031 to understand their workings and issues that impact our members. I want to serve our GSU members the best way I can, in support our locals and be available when needed. Also, to be the link between the locals and the national office and executive of GSU.

All that said, I would like to let you know who I am. Being at PSPC (PWGSC) since October 2017 but left to go back to Parks Canada from May to October 2018 and returning to PWGSC permanently. Local President of local 60018 asked if I was Mike, if it was true, I was involved in the union, been on bargaining teams, RVP and if I would join the executive of local 60018.

I would like to report that the locals 60009, 60011, 60018 and 90031 are all in good hands. Local 60009 had no longer an executive and we have a full executive that stepped up to fill the positions, they are all mostly new activists, but I am available to guide them along the way, but I am confident they will meet the members' needs. Locals 60011, 60018 and 90031 have strong local executives and are in good hands. I hope I can support locals and members in the best way I can.

### **A little about me:**

In 1996 I had a disabling workplace injury and after back surgery and a gradual return to work, my employer decided they did not want me and offered to let me go. My union at the time stepped up to help me and I went to college for 2 years and got my life back on track. Joined Parks Canada in May 2000 and at my first AGM of UNE local 60284 I became secretary – treasurer, then a few years later VP and finally local president for 10 years. During my time at parks and UNE (Union of National Employees) I completed 2 bargaining rounds with parks on the negotiating team of PSAC, I was NB director for PSAC Atlantic from 2014 to 2021, I was assistant regional VP for the Atlantic for UNE for 2 terms and was RVP for the Atlantic for UNE until my transfer to PWGSC. So, I have experience and baggage and I gladly stepped in the position when Shanny and Bruce contacted me.

I have appreciated the time to prepare for meetings and the PSAC Triennial Convention, also the support from locals, GSU staff and elected officials.

I would like to thank delegates at the GSU convention for electing me as ARVP and for the locals that I now represent for the trust and confidence. I am available when and where needed. It is all about teamwork and standing up for what is right for workers. These are difficult and uncertain times for us all.

Respectfully submitted,

In solidarity,

Mike LeBlanc

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The following dates and meeting are just the major meetings and events. Specific personal meetings or representation is not included.

- 01-  
Apr Start as RVP NB and PEI, not an April fools' joke
- 06-  
Apr PSPC mental health session
- 13-  
Apr Meeting with former president of local 60009
- 14-  
Apr PSAC Zoom meeting
- 20-  
Apr Atlantic PWGSC UMCC
- 21-  
Apr PSAC 699 Victory zoom meeting
- 22-  
Apr meeting president and treasurer local 60018
- 25-  
Apr travel to Ottawa and Gatineau
- 26-  
Apr GSU National Executive Training
- 27-  
Apr GSU National Executive Training
- 28-  
Apr GSU National Executive Meeting
- May
- 29- Travel back to New Brunswick
- 05-  
May Atlantic OSH week Teams meeting
- 05-  
May Meeting with local 60011 and UMCC (Miramichi)
- 11-  
May UMCC local 60018 – PSPC
- 17-  
May PSAC Zoom – Strikes won during the pandemic
- 18-  
May Atlantic PWGSC UMCC
- 26-  
May PSAC Triennial Convention – virtual



25-  
 May PSAC Triennial Convention – virtual  
 30-  
 May PSAC Triennial Convention – virtual  
 May  
 31- PSAC Triennial Convention – virtual  
 01-  
 Jun PSAC Triennial Convention – virtual  
 02-  
 Jun PSAC Triennial Convention – virtual  
 07-  
 Jun Met with former president of local 60009  
 GSU Education Committee – rescheduled  
 08-  
 Jun Local 60009 General Meeting  
 13-  
 Jun GSU Education Committee  
 local 60009 General Meeting  
 Real Properties discussion with director  
 15-  
 Jun PSAC Public Service Week BBQ in Moncton  
 Miramichi Area Council meeting  
 16-  
 Jun local 60018 meeting  
 17-  
 Jun PSAC Atlantic Health, Safety and Environment Conference  
 18-  
 Jun PSAC Atlantic Health, Safety and Environment Conference  
 19-  
 Jun PSAC Atlantic Health, Safety and Environment Conference  
 23-  
 Jun Miramichi LMCC  
 25-  
 Jun spent time at the Union of National Employees Regional seminar in Moncton  
 pre PSPC UMCC  
 27-  
 Jun PSPC UMCC  
 post PSPC UMCC  
 head to Miramichi to meet Bruce Roy and Dominique Barrette  
 28-  
 Jun local 60018 AGM  
 supper with local 60011 in Miramichi  
 lunch with executive members of local 60018 in Shediac  
 29  
 Jun Pay Centre LMCC  
 supper with executive members of local 60009 in Moncton  
 30-  
 Jun meet with PSPC director in Shediac  
 supper with executive members of local 90031 in Charlottetown  
 01-  
 Jul return home to New Brunswick from PEI

## **Appendix 'F' – Report of the Regional Vice-President, Leanne Moss Newfoundland, and Labrador**

I am pleased to present my first report since being re-elected Regional Vice-President, Newfoundland, and Labrador (RVP-NL) for Government Services Union during our Virtual Convention in October 2021.

Due to the pandemic, our in-person council meeting was postponed until April 2022. At that time National Council completed a 2-day leadership training which was followed by a 1-day-in-person council meeting. Recently, I attended the GSU Young Workers Committee meeting in Ottawa to finalize details of the upcoming GSU Young Workers Conference scheduled in Ottawa from November 30 to December 1, 2022.

Recently, I have begun working with the other RVPs in the Atlantic, Brothers Drozdowski and Leblanc, to coordinate a virtual informal meeting with locals in the Atlantic region. The meetings are to be scheduled during the lunch hour and will provide an opportunity for members to bounce ideas, discuss issues, share suggestions, and work better together, in hopes to strengthen our capacity in supporting our members by providing mentorship and educational opportunities to our local executive officers throughout the region.

I have attended many consultation meetings with management in the region and have attended ROSH & RLMCC meetings, Return to Work updates and Committee meetings, Real Property as well as other Union-Management Engagement Sessions. I strive to maintain regular communications with the Provincial Director in Newfoundland and Labrador. I find many of these meetings to be a very collaborative between union and management and provide an opportunity to deliver feedback, as well as discuss issues and concerns.

The pandemic has also posed some challenges for Local 90011. We were successful in electing an executive at our AGM in March 2022. The local elected a brand-new Local President and Secretary-Treasurer. The Vice-President also committed to continuing in their role. The Chief Shop Steward and Young Worker Representative positions remain vacant. With a strong and eager local executive, I am confident the local will be able to stay strong for some time. As RVP, I will continue to work closely with the executive and look forward to working with the new members that come aboard. I look forward to continuing to serve the members of our local in my capacity as RVP-NL.

I am very involved with PSAC at the Regional level. I am the Director for Young Workers on the PSAC Atlantic Council. On Council, I am a member of the Finance Committee as well as the Political Action Committee. I am also involved with the Newfoundland & Labrador Federation of Labour (NLFL) as the PSAC representative on the NLFL Executive Council and I Co-Chair the NLFL Young Workers Committee (YWC).

I would also like to thank National President, Brother Roy, as well as all the members of National Council and the staff at GSU for their ongoing support.

Respectfully submitted,  
Leanne Moss, RVP GSU – NL

## **Appendix 'F' – Report of the Regional Vice-President, Paul Paquette National Capital Region**

I would like to start off with thanking the two Local Presidents that I represent for all their dedicated work they do for the Union, without them all of what we do would not be possible, so a big thank you to Grant Russell of Local 70020 and Suzanne Sirois of Local 70017 and their executive who continue to support their efforts. We have had to handle some second and third level grievances during these troubling times. I think the pandemic forced us to face many issues such as 699 leave and vaccine mandates that we would have never thought of just a few years ago. Together we could affect change into how we want our future workplace to be like, from work life balance, working from home or a hybrid model, many issues around these topics are going to come up and we will need to be ready to adapt.

Thank you!

Paul Paquette  
RVP-NCR

## **Appendix 'F' – Report of the Regional Vice-President, Heather Rawlins Alberta (AB), Nunavut, (NT) and the Northwest Territories (NU)**

The last year has been interesting. Yellowknife Local has been amalgamated into the Edmonton Local 30001. This was due to a very low person count in NT & NU for the local. Kimberley Kimmins from that local has been elected as an Executive Member of 30001.

The RUMCC is attended by RVPs in Western and all Local Presidents. The RVPs and Local Presidents meet separately once a month and discuss issues going on in our areas and what we might need to bring forward to the RUMCC.

The RDs of Western Region meet with the Local Presidents and RVPs to discuss their branch's plans including staffing whether there will be new postings and positions. They advise on new members as well.

We met with the Western Region RDG and RD of Professional & Technical Services (PTS) as well as the HR Labour Relations and discussed a discrepancy on information flowing from RDG to Local Presidents regarding new members. RDG has promised to make sure the relevant Local President(s) are invited to the introduction to new employee meeting. Labour Relations has also committed to letting the GSU Locals and RVPs know when there are new members. We are actively working at making sure no new member is forgotten through Labour Relations, RD meetings and New Employee Introduction as well as cross-checking the Books Reports.

There were 4 members who did not sign the attestation for COVID – 19 vaccinations. They have been put in abeyance, none were approved by their RM or RD.

I am co-chair for the Union Recognition Committee. Bursaries for dependants of members were increased to \$2000 each (and a new application form). The Bob Haywood award has also been increased to \$2000.

I am also a member of the Equity Committee and look forward to learning more about meeting processes.

Respectfully submitted,

Heather Rawlins  
RVP, AB, NT, NU

## **Appendix 'F' – Report of the Regional Vice-President, Reni Stein**

RVP – Pacific Region, Vancouver Island, Remainder of BC outside Lower Mainland, and Yukon.

This year is similar to last, we all have had to adapt to this exceptional period and adjust to our new working environment due to the Covid-19 pandemic.

A return-to-work strategy in 2021 and early 2022 was developed for a large majority of the region to ensure a safe and gradual process. In order for the region to consider perspectives from across PSPC, GSU pushed to be a part of this team. Not just a seat at the table but a voice at the table.

Members at the Esquimalt Graving Dock have been on-site, hard at work since the beginning of the pandemic. While the majority of us continue to work from home.

Even with telework and working from home, our region continues to restrict areas of selection for a lot of competitions. While geographical location should not be a barrier the department is saying that working from home is temporary. They are beginning to consider what changes to the HR policies may be required for post COVID workforce. Short term acting's continue to occur on an ever-revolving basis. While we see value in allowing members to act in higher classifications, management must be held accountable to staff these positions indeterminately.

In our region GSU leadership continues to meet regularly with the RDG, the RD of HR and a PIPSC steward to discuss the pandemic, along with the health, safety, and wellness of our members. In addition, Kuldeep and myself are meeting monthly with the Director of the Esquimalt Graving Dock to discuss similar issues.

I must thank the members at EGD for bringing forward their concerns regarding lack of communication from management on Covid-19 cases. Without you, Kuldeep would not have been able to knock on management's door and insist on them doing better. It resulted in very extensive communications on all presumptive and confirmed Covid-19 cases as they are reported. Thank you all!

Management continues to implement the Talent Management Framework they presented in the spring. We had an opportunity to comment and voice our opinions and concerns. The framework ensures that all employees at all levels are part of the talent management or employee development process to meet ongoing employee development while supporting current and future organizational goals. There are three tiers to match up with employees current and future career path.

The Evolution of Work is the latest buzz raising a lot of questions from members and management. We participated in a Leadership Forum in early June focussing on our RDG's leadership philosophy for the region, the future "hybrid" workplace including tech,

accommodations, talent and recruitment, equity, diversity, inclusion, reconciliation, and Mental Health. Now they say, “lots more consultation to come” we’ll wait and see.

Our region is in the process of preparing a Mental Health Action Plan. We asked to review and comment on it prior to implementation and sign off by the Executive Committee, instead of just our rubber stamp approval after the fact. In addition, the RDG asked us to also review the Equity, Diversity, and Inclusion Action Plan. We would like to focus on earlier communications, planning together and a more collegial/collaborative approach to regional and membership priorities.

I continue to co-chair the regions Labour Management Consultation Committee, a member of the Regional Safety and Health Committee and chair GSU’s internal By-Law, Regulation and Policy Committee.

I know we all spend a lot of time checking in with others, however, don’t forget to check in with yourselves... self-care, whatever that looks like to you, take good care of yourself.

Respectfully submitted,

Reni Stein  
RVP Pacific Region

**Appendix 'F' – Report of the Regional Vice-President, William Tait  
National Capital Region**

**Report to the GSU National Council**

<b>Name:</b> Will Tait	<b>Date:</b> July 8 2022
<b>Constituency (area, region, committee, etc.):</b> RVP NCR (Local 70013)	
<b>Activities since the last National Council meeting</b>	
<b>Activities:</b>	<b>How it fulfilled my role on the National Council:</b>
Oct 2021 Elected RVP NCR Local 70013	Regional Vice-Presidents in the NCR shall represent the Locals as assigned by the President after consultation with the Locals.
Ongoing LMCC Meetings with Pension Excellence Centre Oct 2021 – Present. Ongoing LMCC Meetings with Government of Canada Pension Centre Oct 2021 – Present. Ongoing LMCC Meetings with Pay Administration Integrated Branches Oct 2021 – Present.	Be responsible for consultation with appropriate management within their jurisdiction. Specific responsibilities may be assigned in consultation with the National President and the other RVPs within their region;
Attending 70013 Stewards and Executive Meetings on a monthly basis Oct 2021-Present	Mentoring Local – Visit the Locals in their jurisdiction at least once during periods between conventions; have authority to attend any Local meeting and to examine the records and accounts of any Local, within their jurisdiction;
Assisted National office with termination case (Review For Cause (RFC) Hearings) Oct – Dec 2021	Be responsible for member representation in their jurisdiction or in other jurisdictions at the request of the RVP or the National President;
Conducted onboarding sessions for new employees Oct 2021	Mentoring Local / Member engagement
Co-Chair National Capital Area Health and Safety Committee – Nov 2021 – Present	Representation of GSU at Regional level – Pushed employer for accurate lists of H&S committee members at each building in NCR. Pushed employer to clarify roles and approaches of employees of the Center of Expertise for Values and Ethics and Prevention of Harassment and Violence.

Member of GSU Bylaw Committee Dec-2021 – present	Perform such other duties as may be assigned by the National President or the National Council which may include internal GSU Committees;
Local 70013 Retreat Gatineau. QC, Dec 2021	Mentoring Local – convene an annual meeting of the Local Presidents in their region;
Accepted by Labour College of Canada in Dec 2021. Courses started in June 2022.	Continuing education on the theory and practice of unions / building bridges between GSU and other unions across Canada.
Local 70013 AGM – Attended Feb 2022 – New executive elected	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;
PSAC Triennial Conference – Observer	Gained experience in National Conventions
Voted Director on PSAC Ottawa Area Council (OAC) March – Present 2022	The OAC is a committee responsible for political action in the NCR. I took the position in part to further GSU visibility in the PSAC NCR.
Refusal to work due to hazardous material exposure case – Over 20 employees filed a refusal of dangerous work – Working file in tandem with Paul Paquette RVP NCR – Mar 2022 – Present	Responsible for member representation in my jurisdiction or in other jurisdictions at the request of the RVP or the National President;
<b>Overview of Local</b>	
<p>A new President, VP and two new Chief Shop Stewards were voted in at the AGM in Feb. 2022. The executive is working well and the local has a full bench of stewards. The local actively approaches members to recruit new stewards. A large workload of Vaccine and LWOP grievances were a challenge at the beginning of the year but most of these are now ready to move to final arbitration. The local has been energetic in helping other locals in the NCR in assisting new stewards develop skills to work independently. Tracking and assignment of cases has been streamlined and professionalized. Time constraints have hampered us in signing up Rand members and updating membership lists. I remain in daily contact with the executive and stewards to answer questions and assist in cases when necessary.</p>	



# Appendix 'F' – Report of the Regional Vice-President, Jeffrey Tessier Royal Canadian Mint

08/07/2022

## Locals 70024 / 50057 / 50058

### RVP Status

- New to the role as RVP – elected on April 8, 2022
- Nominated and Acclaimed into the position
- Participated in the 2022 GSU Retreat
- Participated as an observer in the 2022 PSAC Virtual Convention
- Participates in the bi-weekly Local 70024 Executive meetings

### Executive Team – Local 70024 RCM Ottawa

#### President: Christopher Hobbs

#### Shop Stewards:

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• 1st Vice President: Benoit Dubé</li><li>• 2nd Vice-President: John Ryan Hickey</li><li>• Treasurer: Jenifer Yves (interim)</li><li>• Equity Officer: Mohammed Abo El Ella</li><li>• Communications Officer: Jean-Luc Lavallé</li><li>• Policy Officer: Jason Lapointe</li><li>• Job Evaluation Officer: Vacant (on leave)</li></ul> | <ul style="list-style-type: none"><li>• Mathew McMurchy</li><li>• Ubong Inyang</li><li>• Stephen McGillivray</li><li>• Martin Boudria</li><li>• Patrick Allard</li><li>• Thalia Bouris</li><li>• Eric Desjardins</li><li>• Pascal Raby</li><li>• Eric Boyer</li><li>• Steven Toste</li><li>• Jeremy MacDonald</li><li>• Marc Letang</li></ul> |
|---|---|

- Number of Union Members: 401
- Number of Rands: 71 (working on getting the numbers down daily)
- Number of Vacant positions: 0
  - ❖ # of Grievances resolved at the Local level – Happening on a daily basis, as they resolve them before it makes it to a grievance level. At the moment, 1 grievance has been resolved. # of Grievances at the 1st level: 20
  - ❖ # of Grievances at the 2nd level: 14
  - ❖ Type of Grievances/Common issues – Covid Leave / Overtime / Disciplines
  - ❖ Unfortunately, I was unable to take courses this year. Number of courses taken this year →0
  - ❖ Courses needed – 4 for the executives and 3 for new shop stewards
  - ❖ When was the last meeting and what type of meeting – March 23/2022 AGM?
  - ❖ When will the next meeting be? and what type of meeting – Awaiting on PSAC on a date, but it will be an update meeting on negotiations with hopefully both Locals in attendance via ZOOM.

- ❖ Planned activities: None for this year. No activities planned for this year. Presently working on organizing a golf tournament for next year.

## **Executive Team – RCM Winnipeg 50058 PSO**

### **President: Shawn Hunter**

- Vice-President: Reid Napier
- Chief Shop Steward : Greg Baker
- Secretary : Quinn Mackay
- Treasurer : Cam Smith
- H&S / Equity Coordinator:  
Quinton BaylakD.E.I : Virginia Syrowits
- Number of Union Members → 37
- Number of Rands → 1
- Number of vacant positions → 0
- Grievances resolved at the 1<sup>st</sup> level → 0
- Grievances at the 1<sup>st</sup> level → 0
- Grievances at the 2<sup>nd</sup> level → 0
  - ❖ Type of Grievances/Common Issues → Disgruntled people/workers due to increased cost of living.
  - ❖ Number of courses taken this year → Unknown
  - ❖ When was the last meeting and what type of meeting → Negotiations and Proposals. ( details on dates to come )
  - ❖ When will the next meeting be? → November/December 2022

### **Shop Stewards**

- Tony Prosky
- Stephanie Handberg
- Dave Suttorp
- Jeff Theissen

## **Executive Team – Local 50057 RCM Winnipeg**

### **President: Joel Kowerko**

- 1<sup>st</sup> Vice-President  
Darryl (Bud) Grant
- 2<sup>nd</sup> Vice-President:  
Roger Buisson
- Treasurer : Mireille ( Mimi )  
Collette Lachance
- Equity Officer : Daniel Tapar
- Director: Andrew Greenaway
- Director: Joel Sontag

### **Shop Stewards**

#### **Plating**

A Crew- Jason Lafrenière  
B Crew- N/A  
C Crew- Wayne Estrelle  
D Crew- Jesus De Leon

### **Production**

Olivier Tshileu Nkolomona  
Jeremy Campos  
Enrico Carencia  
David Bomhoff

### **Technical Services**

Russ Wardell  
Adam Nitychoruk  
Robert Swait

### **Tower and Boutique**

Vacant

- Number of Union Members → 261 as of May 10/2022
- Number of Rands → 1
- Number of Vacant Positions → 1 Shop Steward in the Boutique
- Number of Grievances resolved at the 1<sup>st</sup> level → 0 ( most of the time, can resolve before having to file )
- Number of Grievances at the 1<sup>st</sup> Level: → 0
- Number of Grievances at the 2<sup>nd</sup> Level: → 12
- Type of Grievances / Common Issues: → Covid related / Job Descriptions / Acting
  - ❖ Number of courses taken this year: → 0
  - ❖ Number of Courses needed: → need to send 2 Executives for the Hayes Training and need to send some Shop Stewards to the T.U.B. course
  - ❖ When was the last meeting and what type of meeting : → April 30<sup>th</sup> 2022, and it was for the President and following positions that opened.
  - ❖ When will the next meeting be, and what type of meeting?: → In the fall of 2022. (November) It will be a general meeting to update on ongoing issues and update on bargaining.
  - ❖ Planned Activities: → Just had a Union Golf Tournament, and a Fishing Derby is being requested for the winter, and a Union Christmas Party if Covid restrictions are lifted.
- No issues with the Locals finances.

I would like to thank all the Local Presidents and executives for their on-going support.

Respectfully submitted,

Jeff Tessier  
RVP Royal Canadian Mint

## **Appendix ‘G’ – Report of the GSU By-Laws, Regulations and Policies Committee**

**July 2022**

<b>Chair:</b> Reni Stein	Regional Vice-President, Vancouver Island, Remainder of B.C. outside of Lower Mainland & Yukon
Nicole Rousseau	Regional Vice-President, NCR
Will Tait	Regional Vice-President, NCR
Troy MacDonnell	Local 60011 President
Joel Kowerko	Local 50057 President

Last winter I met with our National President to review our committee’s priorities for this cycle.

1. Review and approve TOR’s for GSU By-Law, Regulation and Policy committee.
2. Review Local’s By-Laws after RVP’s have reviewed – By-Law 7, Sec 3, K is part of RVP’s responsibilities.
3. Review the Discipline Process – By-Law 15/Reg 10
4. Review the process for local By-law’s revision/vetting – Reg2/Policy 12
5. Review for Convention – Start thinking about any changes we want to bring forward to Convention in terms of By-Laws.

Since then, the By-Laws committee met virtually twice where we were able to:

- Finalize and adopt a Terms of Reference (ToR);
- Revise Reg2/Policy 12 – revision of Local By-Laws; and
- Establish a process to revise Local By-Laws.

In the meantime, each committee member will be reaching out to RVP’s reminding them of their responsibilities associated with By-Law 7/Sec 3(k). The committee will then review each Local’s By-Laws.

During our in-person meeting in September 2022 we will be reviewing and revising By-Law 15/Reg 10.

A second in person meeting will be scheduled in early 2023 to prepare for Convention.

We will be presenting a proposed amendment to a Regulation and Policy. This change can be adopted by National Council and will take effect upon adoption.

The By-Laws Committee is asking National Council to support the recommendation of the Committee.

I would like to thank the members of the By-Laws Committee for their hard work and for their contributions to this report.

Respectfully submitted,  
Reni Stein,  
Chair of the GSU By-Laws, Regulations and Policies Committee

## **Appendix 'H' – Report of the GSU Education Committee**

**Kevin Hanson | April 2022 – August 2022**

The Education Committee continues to meet on a regular basis and is committed to the oversight of GSU education activities, while trying to promote current education programs within the component. The committee reviewed an existing list of courses offered by the PSAC, and it was determined that the list needed to be updated. One of the action items that the committee focused on over the past few months was to get an idea of the current courses offered by the PSAC and determine if these courses could be assigned to specific elected officer positions within GSU.

Upon completing the exercise, we noted that the PSAC courses differed from region to region, and this would make it challenging for the committee to recommend specific PSAC courses and assign courses to specific GSU positions. The reason being is not all our elected officers are from the same region, and not all the courses would be available to them based on the region they are from. We also noted that some of the regions don't have any courses offered yet, but these courses may become available in the next few months. This means some of the GSU elected officers would be at a disadvantage without an education curriculum available to them. We did notice that there are some online self-paced courses available and would like to build them into a future GSU curriculum.

For that reason, the committee decided that it would be best to wait and give certain PSAC regions more time to prepare their education curriculums, before developing and advertising the list of available courses to GSU elected officers. The committee would reconvene in-person in September to approve the course list.

As a result of the unforeseen challenges regarding the PSAC regional education curriculums, it may be best for the committee to look at advertising and promoting a course list on the GSU website. This would grant the committee the ability to break down the PSAC courses offered per region and identify the online/self-paced courses that are now available to all GSU members. Therefore, it would be best to avoid breaking the curriculum down by elected position, and instead would encourage all GSU elected officers to take the courses identified on the list.

Finally, the committee ratified its Terms of Reference, and I would like to congratulate and thank Linda Harding for accepting to be the committee Co-Chair. Linda brings a great deal of knowledge and value to the committee, so I am fortunate to be able to count on her for support. I'd also like to tip my hat to the other committee members, Mike LeBlanc, Liliana Manolache and Chantal Umphrey for your dedication to the committee.

Moving forward, the committee may want to look at ways in which GSU can develop an in-house education curriculum, given the availability of PSAC courses from region to region. I believe this will put GSU in the best possible path to accomplish its goals and objectives to promote and provide education recommendations to National Council.

Sincerely,

Kevin Hanson  
Chair of the GSU Education Committee  
National Vice-President (NVP) of the Government Services Union (GSU)

## **Appendix 'I' – Report of the GSU Local Development Committee**

### **Kevin Hanson | April 2022 – August 2022**

It has been a pleasure chairing the Local Development Committee over the last several months, where we were able to update and ratify the committee's Terms of Reference. I am fortunate to have Steve Colterman as the Co-Chair of the committee, as he brings outstanding creativity and leadership qualities to the table. I also want to applaud the rest of the committee and acknowledge all the hard work they have done to date, kudos to Sheldon Jacobs, Andrea Lima, and Matthew Fields.

The mandate of the Local Development committee is one that is extremely important for GSU's success. The committee has decided that planning a focus group amongst various union members and elected officials, could help the organization identify some gaps where we lack engagement from our membership. We also discussed the importance of increasing the number of members who have signed union cards, established a robust onboarding process, and looked into how e-union boards could be used to improve our communications. The committee also thought some swag, prizes, and incentives to engage members would be beneficial, and could help locals become attractive to its members. In turn, this could help locals recruit new activists when they are trying to grow and develop.

The committee plans on meeting in-person during the Local Presidents' Conference in September. We would start the conversation around what we want to achieve from the focus group and start planning potential topics to explore. The focus group would give GSU a greater opportunity to uncover development and engagement initiatives from various perspectives, in hopes some new thoughts and ideas could emerge.

We also discussed the possibility of having an in-person meeting sometime between September 2022 and May 2023, so that we can continue the conversation around establishing a focus group, and work on any logistics required to implement it. To note, a resolution to the next GSU convention may be required should a cost be involved.

Seeing how important local development is within GSU, we remain focussed on our mandate to develop local activists and to work on initiatives to increase membership engagement so that we are mobilized as a component and ready to help our members.

Sincerely,

Kevin Hanson  
Chair of the GSU Local Development Committee  
National Vice-President (NVP) of the Government Services Union (GSU)

## **Appendix 'J' – Report of the GSU Recognition Committee**

The GSU Union Recognition Committee (URC) met virtually on February 7, 2022, and March 8, 2022. The URC is composed as follows:

- Anthony Drozdowski, Chair
- Heather Rawlins, Co-chair
- Paul Paquette, Regional Vice-President, NCR
- Edith Germain, Acting Local President, 70055
- Stéphanie Rochon, Local President, 10011
- Diane Rancourt and Maria Thomas, Staff Resources

### **Promotional Items**

The committee discussed promotional items for the Local Presidents' Conference 2022 and decided that hoodies would be the most suitable item for the upcoming LPC. If you have any suggestions as to what GSU should purchase as promotional items (SWAG) please contact a member of the Union Recognition Committee.

### **GSU Bursaries 2022**

The committee will be meeting in Toronto at the end of September 2022 to select the recipients for the 2022 GSU bursaries and the winners will be notified and posted on the GSU website.

### **GSU Regional Vice-Presidents (RVP) Resigning or Retiring**

The URC recognizes the hard work and dedication done by Regional Vice-Presidents. Therefore, the URC recommends that when a Regional Vice-President resigns or retires that a gift up to \$200 be presented to the RVP. This would be at the discretion of the National President.

In closing, I would like to thank the members of the committees, GSU National President, Bruce Roy and the GSU staff for their on-going support and dedication.

In solidarity,

Anthony Drozdowski  
Chair of the Union Recognition Committee

## **Appendix 'K' – Report of the GSU Equity Committee**

### **Period covering October 2021-August 2022**

The Equity Committee membership was finalized in February of 2022 and our first meetings were virtual. We have had four meetings and have scheduled monthly meetings on the third Thursday of each month. The committee reviewed the priorities set by the previous committee and there were no changes at that time. We have agreed to work together, and we will have discussion topics moving forward. Some topics for future monthly meetings will be a phased approach to the Employment Equity Act training and Bill C-65, rules of order and bylaw training as well as union structure and operation. Some members have signed up to provide written educational pieces for the GSU website to mark specific days of observance. We have only written one to-date for Black History month but will endeavour to be timelier in the future.

The committee met in person with a goal to build the team, self-educate and develop a GSU anti-oppression action plan. The meetings were two and a half days of intense learning and work with the following objectives:

1. Examining words we use, implicit bias, power, and privilege.
2. Improving the understanding of oppression: what it is and how it plays out in society.
3. Discussing the GSU structure and the committee's role in addressing oppression.
4. Developing an anti-oppression action plan.

The Committee met these objectives and is pleased to provide for your review, input, and approval the GSU multiyear anti-oppression action plan. The Committee approached the process by reviewing bylaws, policies, and regulations. We then identified barriers and actions to remove or mitigate the barriers then prioritized our plan. Below you will find the priorities that inform our action plan one to six (1-6), then the other priorities (a-j). Many of the items involve writing resolutions and recommendations to address these barriers and we respectfully seek your input and invite your curiosity.

1. Establish Local responsibility for equity
2. Employment Equity Plan
3. GSU Budget – consultation with Equity Committee
4. GSU National Conference
5. Collection of equity data
6. RVP training to locals

Other priorities:

- a) Equity scholarship
- b) GSU Convention committee representation
- c) Requirement for the equity NVP to be from an equity group
- d) Remove travel barriers for elected officers
- e) Increase communication on Accessibility Fund
- f) Training for all, including leadership
- g) Local Presidents' Conference Equity representation
- h) Plain language Guide (Bylaws', Policies and Regulations)
- i) PSAC Triennial Convention (Equity representation)



j) GSU Triennial Convention (Equity group representation)

We will be having a virtual National Council meeting to review and debate the resolutions but prior to that meeting we invite you to talk with your equity committee members to provide clarification. Together we can address this and make GSU a safe place for equity group members to meet, work and collaborate.

Wela'liok – Miigwetch – Nia:wen – Marsii – Merci – Thank you

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

**Kevin Hanson | April 2022 – August 2022**

The GSU Young Workers Committee has met over the past few months, as the committee is responsible for planning the Young Workers Conference that is scheduled to take place in Ottawa, sometime in November 2022.

The committee met to brainstorm ways in which we could build a registration process to have candidates apply to the conference and discussed ways in which the registration process could be promoted and advertised to eligible applicants. So far, 17 application forms have been received, and the deadline to apply for the conference is June 30, 2022. To note, 17 participants would put us in an excellent position to have a successful conference.

The committee is extremely happy with the number of applications received for the event and will be holding an in-person committee meeting mid July to review application forms, develop a criterion for which applicants will be selected, and will then develop a communication plan to notify successful applicants. We also plan on developing and finalizing the agenda for the event so that the majority of the work can commence to secure guest speakers, develop activities, prepare material, etc.

The committee must also develop and ratify its Terms of Reference, which should be completed after the in-person meeting in July. Kudos go out to Leanne Moss, who has brought a great deal of energy and insightful ideas to our meetings, and I also tip my hat to Simon Pazdor for all his hard work and soothing presence.

I will continue to work with Dominique Barrette to ensure the committee is in a good position to achieve its goals and objectives, and to ensure we are in an excellent position to host a successful GSU Young Workers Conference.

Sincerely,

Kevin Hanson

Chair of the GSU Young Workers Committee

National Vice-President (NVP) of the Government Services Union (GSU)