



Government Services Union
Syndicat des services gouvernementaux

**GSU National Council Meeting
Meeting Minutes
Wednesday, September 10, 2025
Westin Hotel
Ottawa, Ontario**

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Land Acknowledgement

Prior to calling the meeting to order the (“National President”) Bruce Roy, read the following land acknowledgement:

Before we start, I would like to acknowledge that we are gathering in Ottawa, located on the traditional unceded territory of the Algonquin An-ish-in-aabe Nation. We honor their long-standing relationship with this land and commit to truth and reconciliation.

GSU recognizes the Algonquins as the customary keepers and defenders of the Ottawa River Watershed and its tributaries. We honour their long history of welcoming many Nations to this beautiful territory and uphold and uplift the voice and values of our Host Nation.

Further, we respect and affirms the inherent and Treaty Rights of all Indigenous Peoples across this land.

Dominique Barrette read the GSU Harassment Policy.

1. Call to Order (September 10, 2025)

The meeting of the GSU National Council was called to order at 1:35 p.m., on Wednesday, September 10, with GSU National President Bruce Roy (“National President”) presiding as Chair, and the following participants were in attendance:

Participants:

Bruce Roy	National President
Martine Babcook	National Vice-President
William Tait	National Vice-President, Equity
Sina Agah	Regional Vice-President, National Capital Region
Sarah Bolger	Regional Vice-President, Newfoundland, and Labrador
Kuldeep Deol	Regional Vice-President, Vancouver and Lower Mainland
Anthony Drozdowski	Regional Vice-President, Nova Scotia
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City
Sheldon Jacobs	Regional Vice-President, Saskatchewan, and Manitoba
Azra Jusuf	Regional Vice-President, Ontario Region, excluding the National Capital Region
Jason Lapointe	Regional Vice-President, Royal Canadian Mint
Ian Leblanc	Regional Vice-President, National Capital Region
Paul Paquette	Regional Vice-President, National Capital Region
Jean-Michel Riel	Regional Vice-President, National Capital Region
Reni Stein	Regional Vice-President, Vancouver Island, remainder of British Columbia and the Yukon Territories
Chantal Umphrey	Regional Vice-President, Alberta, Nunavut, and the Northwest Territories

Note: One vacant Regional Vice-President position - Quebec West

Regrets:

Steve Colterman	National Vice-President
Troy MacDonnell	Regional Vice-President, New Brunswick, and Prince Edward Island

Staff:

Dominique Barrette	Director, Communications, Political Actions & Administration
Ray Hall	Finance Coordinator
Maria Thomas	Executive Assistant to the National President

Observers:

Candace Smith	Vice-President, 60018
Suzanne Sirois	Local President, 70017

Notes:

Observers participated remotely.
Simultaneous interpretation services were provided for this meeting.

2. Adoption of Agenda

m/s **Martine Babcook / Chantal Umphrey**

That the agenda be approved as presented.

Motion carried. (Appendix 'A')

3. Hours of Session

That the hours of session be adopted as proposed:
Wednesday, September 10, 2025: 1:30 p.m. – 5:00 p.m.

Motion carried.

4. Approval of Minutes**a) May 6, Discussion Day and May 9, 2025, NC meeting**

m/s **Jean-Michel Riel / Kuldeep Deol**

Martine Babcook noted an error in the Discussion Day minutes of May 6 ***under item 8 Work Force Adjustment (WFA) Committee Update***. The affected local should be listed as 70019, not 70013. The minutes have been updated to reflect this correction.

That the amended minutes of the Discussion Day on May 6, with the minutes of May 9, 2025, be adopted.

Recorded vote #1. Motion carried.

5. Report of Elected Officers**a) National President**

National Vice-President, William Tait assumed the Chair. (1:37 p.m.)

m/s **Bruce Roy / Kuldeep Deol**

That the National President's report be adopted as presented.

Addition to his report:

The **National President** reported that in June 2025 he had meetings with Protective Services Officers (PSO). During his visit, he met with the Local and then they met with

management to develop Terms of Reference (TOR). He stated that the TOR will be a useful tool for future consultation with management.

Also, while he was in Winnipeg, he visited the Pay Centre (Real Property Building). He did a walk around and spoke with members and had great discussions. This visit was well received by the members. He encourages Regional Vice-Presidents to do the same when they can, as it is a good opportunity to connect with members.

Recorded vote #2. Motion carried.

(Appendix 'B')

National President assumed the chair at 1:42 p.m.

b) National Vice-Presidents

m/s Martine Babcook / William Tait

Addition to the National Vice-Presidents Reports:

Martine Babcook, Chair of the Workforce Adjustment (WFA) Committee, provided an update to the National Council. There are currently two separate WFA situations at PSPC: The first notification to the Union occurred in May 2025. Members have been verbally informed, but formal notification has not yet been issued.

At the end of July, they were informed that another WFA notification involving three members. A preliminary meeting was held with management, other unions, and affected members. Formal notification is still pending.

Martine also represents GSU on the PSAC WFA Committee. The next meeting is scheduled for Wednesday, September 17, 2025, and National Council are encouraged to reach out to her directly with any concerns they wish to flag.

Martine responded to questions from National Council. Sina inquired whether minutes from the PSAC WFA meetings could be shared. Martine clarified that while she can provide regular updates, the meeting minutes themselves are not distributed.

William Tait informed the National Council that the call-out letter for the upcoming PSAC Equity Conference has been distributed. The conference is scheduled to take place in May in Winnipeg. He encouraged National Council to engage with their locals regarding the event.

He also stated that following the success of this year Human Rights Conference, members have expressed interest in seeing it continue. However, the National President reminded National Council that the conference was a one-time event and that a resolution would be required at the at the GSU Triennial Convention in September 2026.

Also, he attended the NBoD meetings. He stated that it was a great experience and thanked the National President for this opportunity. He announced that Martine Babcook will assume the role of technical advisor to the National President at NBoD meetings for the final year of this cycle.

Steve Colterman unfortunately, he was unable to attend the meeting and sent his regrets.

That the reports of the National Vice-Presidents, Martine Babcook, Steve Colterman and William Tait, Equity be adopted as presented.

Recorded vote #3. Motion carried.

(Appendix 'C')

c) Regional Vice-Presidents

m/s Anthony Drozdowski / Sarah Bolger

The National President asked National Council if anyone wished to speak to their reports.

Jean-Michel Riel he thanked the National Office, Dominique and Maria for the work that they are doing for the Young Workers Conference. National President echoed his comments.

No additional comments were made by the other Regional Vice-Presidents.

That the Regional Vice-Presidents reports be adopted as presented.

Recorded vote # 4. Motion carried.

(Appendix 'D')

6. GSU Finance Committee

a) Report

Martine Babcook, Chair of the Finance Committee, tabled a report and introduced the committee members, which are listed in her report. She then proceeded to read the Finance Committee Report.

m/s Martine Babcook / Mélanie Hamel

That the Finance Committee Report be adopted as presented.

Recorded Vote #5. Motion Carried.

(Appendix 'E')

7. GSU By-laws Committee

a) Report

William Tait, Chair of the By-laws Committee, tabled a report and introduced the committee members, which are listed in his report. He also acknowledged and thanked the committee for their work.

m/s William Tait / Reni Stein

That the By-laws Committee Report be adopted as presented.

Recorded Vote #6. Motion Carried.

(Appendix 'F')

8. GSU Education Committee

a) Report

m/s Azra Jusuf / Sina Agah

The National President recognized Azra Jusuf as the co-chair of the Education Committee as Steve Colterman chair of the committee sent his regrets. Azra tabled the report and read the report to National Council.

That the Education Committee Report be adopted as presented.

Recorded Vote #7. Motion Carried.

(Appendix 'G')

9. GSU Local Development Committee

a) Report

m/s Jean-Michel Riel / Sheldon Jacobs

In Steve Colterman absence, Jean-Michel Riel introduced the committee members and informed the National Council that the committee met on September 9, 2025. He noted that they plan to propose motions at the next National Council meeting scheduled for December 2025.

That the Local Development Committee Report be adopted as presented.

Recorded Vote #8. Motion Carried.

(Appendix 'H')

10. GSU Human Rights Committee

a) Report

Sina Agah expressed that the Human Rights Conference was successful and wanted to know if another conference will be scheduled. William Tait responded that he would need to discuss with the Committee. The National President mentioned that any decision regarding the conference will be determined at the GSU Convention in 2026 as a resolution must be presented from the floor.

b) Resolution: Women and Racialized Training Pilot (Funding)

William Tait chair of the Human Rights Committee presented and read the following motion to National Council.

m/s William Tait / Sarah Bolger

TITLE: Pilot Project to Fund Union Leadership Training for Women and Racialized Activists

ORIGINATOR: GSU Human Rights Committee

LANGUAGE: English

WHEREAS barriers that women and racialized members face in pursuing leadership positions within the union are well documented under PSACs Gender Equity Task Force and the Anti-Racism Action Plan; and

WHEREAS GSU seeks to promote and develop leadership skills, competence and confidence among equity seeking members to increase representation in locals and National Council; and

WHEREAS the Canadian Labour Congress (CLC) offers intensive one week training sessions to develop leadership skills among women and racialized members:

BE IT RESOLVED THAT GSU launch a one-time project in the current cycle funding two women and two racialized members from locals to attend the CLC School of their choice in 2026.

BE IT FURTHER RESOLVED THAT funding for this initiative be taking out of the line item **5.E – Local Development & Education Initiative**.

BE IT FURTHER RESOLVED THAT an ad-hoc committee be created among the members of the Human Rights Committee to formulate an eligibility questionnaire determining the commitment and leadership potential of candidates.

BE IT FURTHER RESOLVED THAT following their participation to the CLC School, attendees will have to provide a report on their participation upon completion of the course.

Recorded Vote #9. Motion Carried.

m/s William Tait / Sarah Bolger

That the Human Rights Committee Report be adopted as presented.

Recorded Vote #10. Motion Carried. (Appendix ‘I’)

11. GSU Union Recognition Committee

a) Report

m/s Anthony Drozdowski / Ian Leblanc

Anthony Drozdowski informed National Council that the deadline for applications for the 2025 Bursaries is closed. The Committee will be meeting to select the winners.

That the Union Recognition Committee Report be adopted as presented.

Recorded Vote #11. Motion Carried. (Appendix ‘J’)

12. GSU Young Workers’ Committee

a) Report

m/s Jean-Michel Riel / Sarah Bolger

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

Recorded Vote #12. Motion Carried. (Appendix ‘K’)

13. Business Arising

a) Domestic Violence Recommendation

Martine Babcook provided an update on the topic of domestic violence, reminding National Council that it was previously raised at the Local Presidents’ Conference in Calgary. At that time, there was discussion around the possibility of establishing a \$5,000 emergency fund to support members experiencing situations of violence.

However, following further conversations and analysis, it was determined that creating such a fund would not be feasible. One of the key concerns was the potential pressure it would place on Local Presidents to manage the fund, along with the liability it could impose on GSU.

Martine and Mélanie proposed creating a public awareness poster—like those displayed in airport washrooms about human trafficking—but focused on informing individuals regarding their rights under the Collective Agreement (CA) on domestic violence. For example, the poster would highlight key entitlements, such as 10 days of paid leave.

Chantal Umphrey expressed support for the initiative and suggested incorporating a QR code into the campaign materials. She thanked both Martine and Mélanie for their efforts.

The National President clarified that this is a GSU initiative, not PSAC. One of his recommendations would be to consult with the RDG. Since the campaign does not require financial resources, it could be referred to the Equity Committee.

b) Update on Research Project

Dominique provided an update to the National Council regarding the contracting out study that is being done by the CCPA.

14. New Business

a) Steward Engagement (Sina Agah)

Sina Agah raised concerns regarding challenges in recruiting shop stewards and executive members. He noted a high turnover with members not remaining in their roles for extended periods. Local 70055 is currently managing a significant caseload, and he is actively supporting the local, and Steve Colterman is helping out.

Discussion Summary:

Mélanie Hamel: She shared that while her local has few stewards, they have an excellent team.

Azra Jusuf: She echoed similar difficulties in steward recruitment and does not have solutions.

Anthony Drozdowski: He emphasized that he collaborates with other Regional Vice-Presidents and encouraged reaching out to National Vice-Presidents for support.

Paul Paquette: He highlighted the need for more training opportunities. However, PSAC training sessions are typically held on weekends, which may not be feasible for many members. The National President clarified that GSU does not offer weekend training.

Ian Leblanc: He suggested contacting former stewards to understand their reasons for leaving and to identify what the Local could have done differently.

Jean-Michel Riel: He recommended engaging the Local Development Committee for support. He also mentioned that recommendations are currently being developed and will be presented at the next National Council meeting in December.

15. Round Table

The meeting concluded with a round-table discussion.

Reni Stein: She stated since One HR has been implemented there is ongoing difficulties in scheduling Regional Labour Management Committee meetings and wanted to know if other regions are having similar issues. She stated that the Terms of Reference need to be revamped.

Chantal Umphrey: The Labour-Management Union Consultation Committee (LUMCC) continues to be an issue in the Western Region, and it is challenged to schedule meetings with management. She will discuss the matter further with the National President.

Kuldeep Deol: She stated that there is no Local Labour Consultation Committees active at either the Vancouver or Victoria offices. One HR has played a role. She is hoping to bring the Local Labour Consultation Committees back.

National President emphasized that the Terms of Reference is a valuable tool to use.

He also stated that Workforce Adjustment is on everyone's mind and emphasized the importance of remaining calm and reassuring our members. GSU is demonstrating strong leadership. Martine was one of the first to be involved in the PSAC WFA process, and he encourages her to continue the great work.

He concluded the meeting by thanking the National Council for their ongoing support, Jim the interpreter, Encore and all staff members.

16. Adjournment

m/s Everyone

The meeting be adjourned at 3:40 p.m.

Recorded votes – September 10, 2025

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	Minutes – 6 May DD & May 9, 2025	NP Report	NVP Reports	RVPs Reports	Finance Cttee Report	By-laws Cttee Report	Education Cttee Report	LDC Report	Motion: HR- Women & Racialized	Human Rights Cttee Report	Union Recognition Cttee Report	Young Workers Cttee Report				
Vote Number / Numéro de vote	1	2	3	4	5	6	7	8	9	10	11	12				
Babcook, Martine, NVP	1	1	1	1	1	1	1	1	1	4	1	1				
Colterman, Steve, NVP	4	4	4	4	4	4	4	4	4	4	4	4				
Tait, William NVP, Equity	1	1	1	1	1	1	1	1	1	1	1	1				
Agah, Sina	1	1	1	1	1	1	1	1	1	1	4	4				
Bolger, Sarah	1	1	1	1	1	1	1	1	1	1	1	1				
Deol, Kuldeep	1	1	1	1	1	1	1	1	1	1	1	1				
Drozdowski, Anthony	1	1	1	1	1	1	1	1	1	1	1	1				
Hamel, Mélanie	1	1	1	1	1	1	1	1	1	1	1	1				
Jacobs, Sheldon	3	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				
Lapointe, Jason	1	1	1	1	1	1	1	1	1	1	1	1				
Leblanc, Ian	1	1	1	1	1	1	1	1	1	1	1	1				
Macdonnell, Troy	4	4	4	4	4	4	4	4	4	1	4	4				
Paquette, Paul	1	1	1	1	1	1	1	1	1	1	1	1				
Riel, Jean-Michel	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				
Umpfrey, Chantal	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				

Appendix 'A' – Agenda

GSU National Council Meeting Wednesday, September 10, 2025 Ontario Boardroom (3rd floor) – Westin Hotel

1. Call to Order
2. Adoption of Agenda
3. Hours of Sessions
Wednesday, September 10, 2025:
National Council Training 9:30 a.m. – 11:30 a.m.
National Council Meeting 1:00 p.m. – 5:00 p.m.
4. Approval of Minutes:
 - a) May 6, Discussion Day and May 9, 2025, NC meeting
5. Reports of Elected Officers:
 - a) National President
 - b) National Vice-Presidents
 - c) Regional Vice-Presidents
6. GSU Finance Committee:
 - a) Report
7. GSU By-Laws Committee:
 - a) Report
8. GSU Education Committee:
 - a) Report
9. GSU Local Development Committee:
 - a) Report
10. GSU Human Rights:
 - a) Report
 - b) **Resolution:** Women and Racialized Training Pilot (Funding)
11. GSU Union Recognition Committee:
 - a) Report
12. GSU Young Workers' Committee
 - a) Report

13. Business Arising from Previous Meetings
 - a) Domestic Violence Recommendation
 - b) Update on Research Project
14. New Business
 - a) Stewards Engagement (Sina Agah)
15. Round Table
16. Adjournment

**Appendix 'B' - Report of the National President, Bruce Roy
Presented to GSU National Council
September 10, 2025**

My friends,

This second report for 2025 provides an overview of our union's progress over the spring and early summer months. It reflects our sustained focus on consultation, member engagement, and strategic advocacy. Our continued efforts to foster collaboration, hold employers accountable, and adapt to an evolving workplace are central to our mission.

National Office

New Collective Agreement for Staff

GSU is pleased to report that a new collective agreement has been successfully negotiated and signed for National Office staff.

Office Renovations Completed

Renovations at the National Office have been completed. The space now includes a fully functional boardroom equipped with modern videoconferencing capabilities. GSU encourages Locals and Committees to make use of the boardroom for meetings, training sessions, or other union-related activities.

Membership and Engagement

Our membership continues to grow, with an average of 12,700 dues-paying members across the country.

We've seen a particularly encouraging surge in interest from younger members. For the first time, our Young Workers Conference received more applications than available seats, with expressions of interest coming from across Canada. This level of enthusiasm is a promising sign for the future of our union and demonstrates a growing awareness and commitment among the next generation of activists.

Attendance at Annual General Meetings (AGMs) also remained strong throughout the spring, with locals reporting high levels of participation and engagement. Whether through conferences, AGMs, or local initiatives, it's clear that members are eager to contribute to the strength and direction of GSU.

GSU Events

Local Presidents' Conference (LPC) – Calgary

The LPC held in Calgary was a great success, bringing together local leaders for productive discussions, networking, and skill-building. The event was immediately followed by a National Council (NC) meeting, allowing for efficient coordination and continued dialogue.

National Council Meeting Update

While the September National Council meeting was originally planned as a virtual session, it will now be held in person to take advantage of a training opportunity offered by PSAC. This decision reinforces GSU's commitment to continuous development and strong leadership practices.

Events' Program Development

- **Health, Safety and Environment Summit:** The program for the upcoming Summit has been finalized. It promises to be a high-quality, impactful event.
- **Young Workers' Program:** The agenda of the Young Workers' Conference is well underway, with strong focus on empowering young workers in the workplace.

Consultation and Employer Relations

Public Services and Procurement Canada (PSPC)

Our working relationship with PSPC remains multifaceted and demanding. We held multiple consultation sessions over the spring, focusing on the Human Capital Management transformation, including the implementation of the new HR Portal. While we appreciate the opportunity to provide input, we have raised ongoing concerns regarding the lack of meaningful consultation on the rollout phases and the potential impact on compensation advisors and support staff.

We also intervened in PSPC's internal planning for upcoming program review savings. Our position was firm: cost savings must not come at the expense of public service jobs. Instead, we recommended canceling low-impact external contracts and shifting more administrative functions in-house, leveraging the experience of existing indeterminate staff.

Further, I reached out to key departmental contacts, including Assistant Deputy Minister Kiran Hanspal, to reinforce GSU's position and encourage transparency around workforce planning.

GSU raised urgent health and safety concerns with PSPC regarding a rodent infestation at L'Esplanade Laurier. The union requested immediate action to address the situation and called for appropriate pest control measures to be implemented to ensure a safe working environment for employees.

During a Technical Sub-Committee meeting of the Executive-Level Union Management Consultation Committee on Phoenix, GSU was informed of the use of artificial intelligence (AI) for live intake processing at the Pay Centre. In follow-up communication, GSU requested clarification and requested a meeting with the appropriate directors.

Shared Services Canada (SSC)

SSC continues to be an area of significant activity. In April, we participated in the HRUMCC and followed up on discussions regarding the SSC Transition Plan and its effect on field operations. We have pushed for more clarity on timelines and job implications, especially for regional staff.

Our quarterly meeting with SSC President Scott Jones proved valuable once again, allowing us to raise implementation issues informally. These meetings have become essential touchpoints where we resolve problems before they escalate into grievances or systemic concerns.

We also flagged the increased use of AI tools in SSC support functions. While no automation measures have yet displaced workers, we remain vigilant, and we have formally requested that any pilot programs involving AI be subject to joint oversight.

Royal Canadian Mint (RCM)

Engagement with the Mint has remained limited but focused. GSU raised concerns with the Mint regarding the unilateral implementation of a new hybrid work model without prior consultation with the union. In its communication, the union emphasized the importance of maintaining a collaborative approach and reminded the employer of the ongoing positive relationship between union and management. GSU expressed a strong desire to see that collaboration continue in the right direction, with decisions made transparently and in consultation with employees' representatives.

We have also engaged and met with the Protective Services Officers' management to develop Terms of References (TOR) to establish a formal consultation process. Thank you to the Local Executive who played a key role in this process.

Advocacy and Political Action

GSU is collaborating with the Canadian Centre for Policy Alternatives (CCPA) on a research project examining the impacts of contracting out in the federal public service and more specifically at PSPC. The study will analyze financial, operational, and human impacts, with a focus on transparency, cost-effectiveness, and service quality. The goal is to provide evidence-based recommendations to support public service delivery and advocate against the privatization of core government functions.

Looking Ahead

The summer months will be used to consolidate our policy wins and prepare for what could be a turbulent fall. Program review measures, Phoenix challenges, and technological disruptions all remain on the horizon. But I remain optimistic. Our union is more united and more resilient than ever.

To all members and local leaders: thank you for your hard work and solidarity. It is an honour to represent you.

Respectfully submitted,



Bruce Roy

National President

Government Services Union

Activity Report

Dates: May 13, 2025, to September 10, 2025

Date	Organization	Meetings
May 13	Treasury Board	Technical Sub-committee of the Executive Level Union Management Consultation Committee on Phoenix
May 13	SSC	Pre-Brief: HRUMCC
May 20	PSAC	Standing Finance Committee
May 22-23	PSAC Regional Office Quebec	Regional Council Quebec and Annual meeting Officers
May 27	PSPC	Human Capital Management: User Awareness Session
May 29	PSPC	NHSPC pre-brief
May 28	GSU	Annual General Meeting (AGM) Local 60011
May 28	PSPC	National Health and Safety Policy Committee-NHSPC
May 29	PSPC	Pre-Brief: Co-Chair: RPLMCC
May 30	PSPC	Real Property Labour Management Consultation Committee (RPLMCC)
June 2	PSAC	Pre-brief - NBoD
June 3	GSU	Annual General Meeting (AGM) Local 10011
June 3	PSPC	Debrief: HRUMCC of May 27
June 3	PSPC	Union Touchbase
June 3-6	PSAC	NBoD meetings
June 4	GSU	Annual General Meeting (AGM) Local 10060
June 9	GSU	Meeting with Royal Canadian Mint (RCM)
June 11	PSPC	National Health and Safety Policy Committee (NHSPC)
June 11	Treasury Board	Technical Sub-committee of the Executive Level Union Management Consultation Committee on Phoenix
June 12	SSC	Touchbase - Unions and the Office of the Ombuds
June 14-15	PSAC Regional Office NCR	Annual General Meeting (AGM) PSAC NCR AGM
June 16	PSPC/PAB	Overpayment Meeting
June 17	GSU	AEU Bargaining
June 17	PSPC	Touch Base
June 18	SSC	Quarterly Meetings with President Scott Jones
June 19	GSU	Meeting with RVP: Ian LeBlanc
June 24	GSU	Meeting GSU-Union-Mint
June 25	PSPC	Meeting with Pay Centre (Site Tour)

June 26	SSC	National Labour-Management Consultation Committee (NLMCC)
July 7	GSU	AEU Bargaining
July 8	SSC	Inter-Branch Union-Management Consultation Committee (IBUMCC)
July 10	PSPC	UMCC Briefing
July 14	Treasury Board	Technical Sub-committee of the Executive Level Union Management Consultation Committee on Phoenix
July 16	PSPC	National Labour-Management Consultation Committee (NLMCC)
August 5	PSPC	Meeting to discuss AI Usage at the Pay Centre
August 5	PSPC	Touch-base between Kiran Hanspal ADM
August 14	SSC	Pre-Brief: HRUMCC Aug 28
August 26	GSU	Meeting with the National Vice-Presidents
August 27	SSC	National Health and Safety Policy Committee-NHSPC
August 28	PSAC	Privacy officer training
August 28	SSC	Human Resources Union-Management Consultation Committee (HRUMCC)
Sep 2	PSPC	Union Touchbase
Sep 3	SSC	Quarterly Meetings with President Scott Jones
Sep 9	PSPC	Labour Management Consultation Committee (LMCC-HCM)
Sep 9	GSU	Local Development Committee
Sep 10	GSU	GSU Training and National Council Meeting

Activity Report

Dates: December 3, 2025, to May 9, 2025

Date	Organization	Meetings
December 3	PSPC	SPIB: Labour-Management Consultation Committee
December 4	PSPC	National Health and Safety Policy Committee (NHSPC)
December 5	SSC	Pre-Brief H Human Resources Union-Management Consultation Committee (HRUMCC)
December 5	GSU	Local 00027 AGM
December 5	SSC	Human Resources Union-Management Consultation Committee (HRUMCC)
December 9	GSU	Conference call with PSO and RVP
December 9	PSPC	Touch-base with Kiran Hanspal ADM
December 10	PSPC	Consultation on technological changes (new HR Portal at PSPC) with GSU-PSAC
December 10	PSPC	Human Capital Management Labour Management Consultation Committee (LMCC)
December 11	RCM	RCM: Annual update meeting; GSU & RCM
December 11	Treasury Board	Treasury Board: UMCC Tech Pre-brief
December 12	GSU	GSU: Staff Meeting
December 18	Treasury Board	Treasury Board: Technical Sub-committee
January 7	GSU	Education Committee Meeting
January 7	PSPC	Union Touch Base
January 8	SSC	Quarterly Meetings with President Scott Jones
January 8	PSPC	Touch base with Kiran Hanspal ADM
January 8	PSPC	WFA Committee
January 10	RCM	Conference call with PSO
January 14	Treasury Board	Pre-brief UMCC Executive
January 15-16	GSU	Human Rights Conference
January 21	GSU	AEU Bargaining (Staff)
January 22	Treasury Board	UMCC Executive Level Meeting
January 23	GSU	Training – Local 00027
January 25	GSU	AGM 70024
January 27	PSAC	PSAC: Reference Committee on Telework
February 5-6	GSU PSPC	GSU: Regional Atlantic Conference
February 10	PSPC	PSPC: NHSPC pre-brief
February 11	PSPC	Discussion Department's stance on statute-barred Phoenix - PSPC's CFO
February 12	GSU	Human Rights Committee

February 12	GSU	Local 90031 AGM
February 12	GSU	National Vice-President's Meeting
February 13	SSC	National Labour-Management Consultation Committee (NLMCC)
February 13	GSU	Local 20008 AGM
February 18	GSU	Local 10161 AGM
February 18	PSAC	Special NBoD meeting
February 19	PSPC	National Health and Safety Policy Conference (NHSPC)
February 19 to 23	TB & PSAC	Treasury Board National Bargaining Conference (PSAC)
February 20	GSU	Local 20001 AGM
February 21	PSPC	Meeting with François Bernier RDG Quebec Region
February 24	SSC	Quarterly Meetings with President Scott Jones
February 25-28	PSAC	NBoD Meetings
March 3	PSPC	Touch-base Kiran Hanspal ADM
March 4	PSPC	Labour Management Consultation Committee (LMCC)-Human Capital Management
March 4	PSPC	Union Touchbase with PSPC
March 5	GSU	Local 70020 AGM
March 11	Treasury Board	Technical Sub-Committee Meeting
March 12	SSC	Touchpoint Transition Plan
March 17	PSPC	Consultation on technological changes (new HR Portal at PSPC) with GSU-PSAC
March 17	PSPC	Touch-base with Kiran Hanspal ADM
March 18	GSU	Local 70055 AGM
March 19-20	GSU	Finance Committee Meeting
March 25	PSPC	National Labour Management Consultation Committee Agenda Items
March 25	SSC	Human Resources Union-Management Consultation Committee (HRUMCC)
March 26	GSU	National Vice-President's meeting
March 26	GSU	Local 60018 AGM
March 26	GSU	Local 70017 AGM
March 27	PSPC	User Awareness Session
March 31	GSU	Local 90011 AGM
March 31	PSPC	Touch-base with Kiran Hanspal ADM
April 1	SSC	HRUMCC Debrief
April 1	GSU	Local Development Committee Meeting
April 3	GSU	AEU Bargaining

April 10	PSPC	DSB Labour Management Consultation Committee (LMCC)
April 14	PSPC	Touch-base with Kiran Hanspal ADM
April 15	GSU	Local 10011 AGM
April 15	PSPC	Co-Chair Pre-Brief: Real Property Labour Management Consultation Committee (RPLMCC)
April 16	GSU	AGM Local 60011
April 17	PSAC	Special NBoD meeting
April 22	PSPC	National Labour-Management Consultation Committee (NLMCC)
April 23-24	GSU	Pacific Regional Conference
April 26-30	PSAC	North Regional Council Meeting
April 28	Treasury Board	UMCC Executive Level
April 28	PSPC	Touch-base with Kiran Hanspal ADM
May 1	PSPC	Real Property Labour Management Consultation Committee (RPLMCC)
May 6	GSU	Regional Meetings
May 7-8	GSU	Local President's Conference
May 9	GSU	National Council Meeting

Appendix 'C' - Report of National Vice-President, Martine Babcook

**Presented to GSU National Council
September 10, 2025**

April – May – June 2025

It was a privilege to host the 2025 GSU Presidents' Conference in Calgary, Alberta. I hope everyone who attended had a memorable and a wonderful experience.

I had the honour of delivering a key presentation on Domestic Violence in the Workplace. This was part of my course requirement to present to the membership and what a better way to share this important message at the Local Presidents' Conference. Mélanie Hamel and I also organized a gathering with the women in attendance, and we were thrilled to welcome 21 participants. The discussion was heartfelt and focused on how we, as union leaders, can support members facing domestic violence.

As many of you know, on May 9th we presented a proposed resolution to National Council addressing domestic violence in the workplace. We look forward to bringing this forward in greater detail at the September meeting.

From July 20–25, I attended an intensive course through the Canadian Labour Congress (CLC) on Domestic Violence and Harassment in the Workplace, held in Hamilton, Ontario. While in Hamilton, Will, Steve, and I had the opportunity to visit members at the Burlington Lift Bridge, including GSU Life Member Dave Thomson.

Workforce Adjustment (WFA) Updates

Shared Services Canada (SSC):

SSC has committed to establishing a WFA Committee and has conducted training sessions with management. Currently, there are no active WFA cases at SSC.

Public Services and Procurement Canada (PSPC):

- There are currently two separate WFA situations at PSPC:
 - The first notification to the Union occurred in May 2025. Members have been verbally informed, but formal notification has not yet been issued.
 - At the end of July, we received another WFA notification involving three members. A preliminary meeting was held with management, other unions, and affected members. Formal notification is still pending.

I welcome any questions and look forward to discussing this report with you in person.

Respectfully submitted,

Martine Babcook
National Vice-President

Appendix 'C' - Report of the National Vice-President, Steve Colterman

**Presented to GSU National Council
September 10, 2025**

April 2025 to July 2025

2025 has been a challenging year so far, with the Republican government for our neighbors to the south and Donald Trump continuing his attacks on Canada's freedoms. As Provincial and Federal governments rally together to protect our sovereignty and our markets, GSU locals continue to see workplace issues such as harassment, lack of respect for DTAs and safe spaces for our members to work and then the looming threat of Government wide cutbacks, all while we continue to comply with Treasury Board's unilateral and arbitrary Return to office mandate.

I have been working to support our members through various means. Be it connecting and building relationships with other unions, our elected officials or monitoring the activities of our employers, there is no shortage of work to protect GSU members and our jobs.

Below is summary of some of my activities since my last report.

GSU activities

Union/Management consultations

With the new Federal Government, the summer season, and the lack of Government direction there have not been many consultation meetings, or many being postponed to the Fall. Sitting on the committees for Real Property, Digital Service, Procurement and Science and Parliamentary Branch along with the National Health and Safety Policy, I look forward to bringing your issues forward, please do reach out if there is anything you wish escalated.

PSPC Ombud

I met in July with the new PSPC Ombud, Judith Brunet. Judith just recently started in this role. We had a good discussion on how the employer can better understand and accept the contribution of active union members. She was receptive of my advice that union representation in an office usually leads to less interpersonal conflict. She sought advice on how best to hear of workplace issues affecting PSPC members, I pointed out to her that many, but not all locals have good relationship with their Management counterparts, Directors, Directors General, and/or Regional Directors General. We agreed that these relationships need to be nurtured. If your local is not getting regular consultations with Management, please do let GSU know, and we can work to get those meetings promoted.

Broadbent Institute Summit

I attended the Broadbent Institute summit in April in Ottawa. It featured many fascinating workshops and discussions. I was most impressed with a discussion on opportunities of using social media which was hosted by some very prominent Tic Tok personalities.

Discussion there focused on managing to build your online following at an acceptable pace that ensures your messaging remains true.

Also at this summit, there was a really energized musical concert featuring the Snotty Nose Rez Kids. Those that know me, know I love my Hip hop music. Lol. I encourage you to attend the Broadbent institute summit if you get the chance. Many knowledgeable attendees and opportunities to share ideas and insights.

GSU Local Presidents' Conference

A big congratulations to GSU and staff on another successful conference. Calgary was a beautiful backdrop for this event. It was great to get together with GSU Local Presidents and reps. You work hard for your members, I hope you enjoyed yourselves, you earned this magnificent event, and your contributions were very much appreciated.

Canadian Labour Congress Training

I had the good fortune to participate in a Canadian Labour Congress training week from July 20 to 25 in Hamilton Ontario. It was a terrific opportunity to sharpen my Parliamentary procedures and Public Speaking skills and at the same time, meet and reconnect with colleagues from other unions in Ontario. This training was very well delivered, and I would recommend CLC training if you are looking.

Visit with members of local 00029 working at Burlington Lift Bridge

While in Hamilton, we took the opportunity to visit with some proud GSU Local 00027 members who run the Burlington lift bridge. I would like to thank former RVP and current GSU life member, Dave Thompson, and his staff for the tour of the operation and the hospitality they showed us on the visit. Visits like this are great opportunities to better understand and appreciate the vital services delivered by GSU and PSAC members.

Other Union Activities

Ontario Federation of Labour (OFL)

I am looking forward to hopefully attending the OFL in November 2025. This event provides a perfect opportunity to connect with provincial, municipal, and private sector unionist who must contend with the difficult Premier Doug Ford whose government is constantly looking for ways to weaken social programs and cut good paying union jobs in Ontario. I encourage everyone who can, to support your provincial federation of labour. In Ontario, under this Premier, we have seen the shuttering of Service Ontario offices in favor of paying American retail giant Staples to provide this service and cutting unionized work. Also, we are now seeing members under UFCW Local 12R24 in a battle as Mr. Ford is giving their Beer Store sales work to the big box retail private industry.

PSAC

PSAC NCR AGM

I along with many GSU activists in the NCR attended our PSAC NCR AGM. I find it fascinating to mix with our PSAC colleagues from all components and DCLs to address

issues affecting our region. I thank again and congratulate all the GSU attendees, you demonstrate and show GSU's dedication to our members.

Congratulations to our GSU members who were elected to National Capital Regional positions and showing the great leadership of GSU:

- Christian Smith – Regional Treasurer – Local 70019
- Benjamin Gronfors – Member at large – Local 70013
- Benoit Gagnon – Alternate member at large – Local 70017

In closing, I want to thank all local and GSU reps on behalf of your members, we do not usually encounter members outside of personal crises. Although we do a fantastic job supporting members, during this tough time, do keep an eye on each other to ensure our reps remain mentally healthy and supported.

Respectfully submitted,

Steve Colterman
National Vice-President
Government Services Union

Appendix 'C' - Report of the National Vice President, William Tait, Equity

Presented to GSU National Council

September 10, 2025

This report outlines my activities as National Vice-President (NVP) from April 2025 until August 2025. My main duties are consultations with the employer and PSAC as well as chair for the internal GSU Human Rights and By-Laws Committees. Separate reports for the GSU standing committees will be submitted to National Council in addition to this report.

Consultations – GSU / Employer:

- National Labour Management Consultation Committee (NLMCC). In person meeting Gatineau QC. to discuss employer's Comprehensive Expenditure Review (CER), workforce adjustment, accessibility, and equity initiatives.
- Joint Committee on Employment Equity and Diversity (JCEED) – The committee reviewed composition of employer Diversity networks and Anti-racism task force.
- PSPC Human Resources Union-Management Consultation Committee HRUMCC – The committee received an update on Phoenix pay issues by case type, changes to the Official Languages Act, update on review panel for Telework Terms of Reference, duty to accommodate and Human Resources Dashboard.
- Corporate Services Labour Management Consultation Committee (CSLMCC). In person meeting Gatineau QC. to discuss employer's Comprehensive Expenditure Review (CER), workforce adjustment, accessibility, and equity initiatives.
- PSPC Human Resources HR Ad-hoc pay meetings. Senior management presented on the proposed Phoenix replacement system and plans for Artificial Intelligence in pay processing. Also, meetings with employer on Phoenix overpayment status and statute barred claims.
- PSPC Accessibility Plan. Worked with sibling unions on status of possible cuts to accessibility initiatives under the employer's Comprehensive Expenditure Review (CER)
- Meeting with shared Services Canada (SSC) Ombudsman's representative to discuss co-operation with GSU.
- Meeting with shared Public Services and Procurement Canada (PSPC) Ombudsman's representative to discuss co-operation with GSU.

Internal GSU Projects and Representation:

- Observer and guest at GSU 70013 Stewards retreat.
- GSU Standing Bylaws Committee: See committee report.
- GSU Standing Human Rights Committee: See committee report.
- GSU Representation at PSAC National Board of Directors (Technical advisor and Acting Representative).
- On bargaining team for GSU during collective agreement negotiations with Alliance Employee Union (AEU).

- GSU Union co-ordination with Professional Institute of the Public Service of Canada (PIPSC), Canadian Association of Professional Employees (CAPE), Association of Canadian Financial Officers (ACFO): Monthly informal meetings with these unions to discuss common concerns and co-ordinate consultations with management.

PSAC / Membership Engagement/ Political Action:

- PSAC Regional Committees: Attended monthly as a delegate or ally with the Members with Disabilities Action Committee (MDAC), NCR Health and Safety Committee, Indigenous Action Circle (IAC) NCR and the Ottawa Area Council (OAC). Assisted in organizing the OAC Federal Election Readiness Campaigns.
- Delegate at the PSAC NCR Annual General Meeting.
- Met with NDP Federal member of Parliament Heather Mcpherson to discuss employer's Comprehensive Expenditure Review (CER).
- Visited and met with members of GSU 00027 onsite at the Burlington Canal lift bridge.
- Participated in Ontario NDP riding association planning meetings.
- Onsite member engagement meeting with GSU 70055 representatives.
- PSAC workforce adjustment townhall meeting.

Conferences / Summits:

- Canadian Association for Work and Labour Studies (CAWLS) annual conference Hamilton Ontario. The workshops covered a broad range of contemporary issues including equality, political economy, inflation, housing, climate action and workers' empowerment.
- Attended Canadian Labour Congress (CLC) Summer School for union training in Hamilton Ontario.
- GSU President's Conference and National Council, Calgary AB.
- WAVES 2025 Global Indigenous Languages Summit, Ottawa Ontario – Office of the Commissioner for Indigenous Languages.

I continue to mentor Regional Vice-Presidents (RVPs) and Local Executives upon request. I also represent GSU by actively participating in national political party engagements, PSAC national events and training sessions, PSAC Regional Committees, collaborations with sibling unions, and initiatives led by provincial and national labour organizations. Additionally, I support and engage with grassroots community groups to strengthen our collective impact.

Respectfully submitted,

William Tait
National Vice-President, Equity
Government Services Union

**Appendix 'D' - Report of the Regional Vice-President, Anthony Drozdowski, Nova Scotia
Presented to National Council
September 10, 2025**

Sisters and Brothers:

Since my last report, we experienced an unprecedented surge in volume of complaints / grievances in Nova Scotia. The main cause of these grievances has been illegal and/or unreasonable pay recoveries resulting from employer's errors. We also see an increase in harassment, discrimination, and work description grievances. Many of these issues are difficult to resolve at the regional level due to their systemic nature; therefore, we have more than usual number of escalations to our representation team at level 4. I have worked through those grievances in collaboration with our GSU representation team and have maintained an ongoing consultation with the employer regarding all workplace issues.

I successfully negotiated and settled all duty to accommodate exemptions brought to our attention for working from home. The volume of consultation regarding the return to workplace has noticeably declined since my last report. At the same time, we see an increase in number of questions pertaining to workforce adjustment and potential austerity that many members foresee on the horizon. It almost appears that concerns over the latter have replaced frustrations over the former.

Since the last report, the Atlantic Region Occupational Health, and Safety Committee (ROHSC) Terms of Reference (TORs) was finalized and signed by the Co-Chairs (Sarah Bolger being the GSU Co-Chair). We were successful at including therein provisions extending the ROHSC meetings participation to building Health and Safety Committees Co-Chairs as observers. I would like to encourage adoption of a similar provision in the Departmental OHS Policy Committee's TORs to afford the GSU RVPs participation as observers to the top-level consultation.

In collaboration with my Atlantic Region colleagues (Sarah and Troy), significant volume of consultation and negotiations has been undertaken with the regional management. I would like to thank Sarah and Troy for their support, dedicated collaboration, and solidarity. I also would like to thank our GSU staff for their dedication and support. Finally, I would like to thank Bruce Roy for his ongoing support and guidance.

Respectfully submitted,

Anthony Drozdowski
Regional Vice-President
Nova Scotia

Appendix 'D' - Report of the Regional Vice-President, Azra Jusuf, Ontario Region
Presented to GSU National Council
September 10, 2025

Sisters, Brothers and Friends, I am pleased to share this report for our National Council Meeting in September 2025. My last report was produced in March 2025, and since the last report here are activities that I continue to be involved with:

Our local executive was elected in December 2024. In April our Chief Shop Steward resigned from his position and was replaced by Heather Michaud, who was previously our shop steward. The new officers are doing well, and the executive continues to meet on a regular basis. The executive has appointed a new shop steward who works at the Client Contact Centre, a contact center in Toronto that deals with Phoenix Pay Issues. The new officers are getting PSAC training and actively participating in LOSH and LUMC. They last met on August 06, 2025. I continue to assist and guide the executive and have been helping and handling grievances at 1st and 2nd level, in addition to the 3rd level, along with the chief shop steward, due to many grievances, and due to the fact that other members of the executive are new to the grievance process.

I have been a member of the GSU Education Committee since the GSU convention in September 2023. The committee will be meeting in person in September. We have worked on and completed the New Officer Booklet for the GSU elected officers. Another member and I of the committee, Sina Agah, have done a presentation on the new document at the Local Presidents Conference in Calgary in May, and the presentation was well received.

On July 17 we resumed our quarterly meetings with PTS Regional Managers, 1st time after the new PTS director was appointed. The director presented a restructuring plan for PTS that takes effect as of August 2025.

I am an employee co-chair of our RUMCC and ROSH committees as a GSU rep. I share this role with a PIPSC rep, and we alternate when it is Union's turn to chair. These meetings take place quarterly. Our last RUMCC and ROSH meetings were held on June 18, 2025, and the next ones will be held on Sept 24, 2025.

In addition, I attend monthly stand-up meetings with our RDG, LR and HR reps, as well as fellow PIPSC reps. Last stand-up meeting took place on August 08, and we discussed the rumors of increased in office presence of 4 days a week, as well as budget cuts and Comprehensive Expenditure Review.

We continue to hold monthly meetings with our PIPSC colleagues. It's a space where we discuss common issues, possible WFAs have been something our members are increasingly concerned about. Our last meeting was on June 3 and the next one is scheduled for September 2, 2025.

We are planning a membership engagement event after Ontario Region Townhall scheduled for September 16, we are still in talks with the employer and figuring out the details.

Past Events

- PSAC Ontario Regional Women's Conference, May 2025, Markham
- GSU Local Presidents' Conference, May 2025, Calgary

Upcoming Events

- NC Meeting, Sept 2025, Ottawa
- GSU Education Committee Meeting, September 2025, Ottawa
- National Health and Safety Conference, September 2025, Toronto
- NC Meetings, May 2026, Victoria

I want to express my gratitude to the National President, NVPs, fellow RVPs and GSU staff for their mentorship and their continued support.

Respectfully submitted,

Azra Jusuf
Regional Vice-President
Ontario Region

Appendix 'D' - Report of Regional Vice-President, Chantal Umphrey, Alberta, Nunavut and the Northwest Territories

**Presented to GSU National Council
September 10, 2025**

Activity Report August 14, 2025

Both the Edmonton and Calgary locals are focused on members representation in which

I continue to provide guidance on as required.

Outstanding Level 3 grievance resolution continues to be impacted by ongoing member leave.

Level 4 grievance hearing response was received and reviewed with the member.

One HR has led to the transition of new employer representatives.

Participated in consultations with the RDG and senior management on G7 activities impacting members to ensure that Collective Agreement conditions such as overtime, standby pay etc. were brought to the attention of management to ensure member rights adhered to.

Respectfully submitted,

Chantal Umphrey
Regional Vice-President
Alberta, Nunavut and the Northwest Territories

**Appendix 'D' - Report of the Regional Vice-President, Ian Leblanc
National Capital Region**

**Presented to GSU National Council
September 10, 2025**

- I have unfortunately not had the opportunity to attend any recent local executive meetings.
- I have had multiple conversations with the Local President regarding outstanding grievances and ongoing challenges.
- I have met with the Local President, Chief Shop Steward and National Vice-President William Tate several times regarding outstanding grievances, and we have developed an action plan to address them as promptly as possible.
- I continue mentoring both the Local President, Vice-President and Chief Shop Steward and assist them.
- I remain a member of the Union Recognition Committee and continue to contribute as required.

Respectfully submitted,

Ian Leblanc
Regional Vice-President
National Capital Region

Appendix 'D' - Report of the Regional Vice-President,

**Jason Lapointe
Royal Canadian Mint**

**Presented to GSU National Council
September 10, 2025**

Since my last report presented to the National Council on May 9, 2010, in Calgary, there have been no significant developments or changes to the information previously submitted.

I remain engaged with the three locals.

Local 50057 – Winnipeg: Operations have remained stable, with no notable changes.

Local 50058 – Winnipeg (PSO): I have been working with the PSO to develop Terms of References (TOR) to establish a formal consultation process. Thank you to the Local Executive who played a key role in this process.

Local 70024 – Ottawa: Operations have remained unchanged.

Respectfully submitted,

Jason Lapointe
Regional Vice-President, RCM

**Appendix 'D' - Report of Regional Vice-President, Jean-Michel Riel,
National Capital Region**

**Presented to GSU National Council
September 10, 2025**

During this last quarter, I had the opportunity to attend the Local Presidents' Conference in Calgary. It was an enriching experience, where I was able to meet new colleagues and reconnect with many others.

I also had many meetings and grievance consultations. My work consisted mainly of analyzing and providing advice to the members I represented. I had the opportunity to meet several throughout this process, which reinforces the sense of accomplishment in our work. These consultations also allowed me to meet new directors general and expand my network of contacts at the employer level. I would also like to say that the National Office has been particularly helpful during this period, and I would like to thank David Girard and the whole representation team for their support and guidance.

During this period, I also participated in union-management meetings, both within the Local, where I had a few meetings with directors and directors general, together with my colleague Vincent of Local 70013, and on a more national level with Human Capital Management, where we were able to ask a few questions about the new pay system and anticipated cuts within the department. I also attended the Regional Health and Safety meeting where the issues surrounding rodents at Esplanade Laurier were discussed at length. We also discussed the pilot project on spaces containing asbestos, in which I have been involved since the beginning, the health and safety team at Parliament Hill is doing an exceptional job to ensure that the technical teams can work safely, but also to monitor their health, I try to follow-up with them as much as possible in order to have up-to-date information in the file.

I also continue to offer my support to the Local by attending executive meetings and also through weekly meetings with Vincent Brassard where we have the opportunity to discuss recurring issues, as well as project ideas and the future of the Local.

I submit my report as presented.

Respectfully submitted,

Jean-Michel Riel
Regional Vice-President
National Capital Region

**Appendix 'D' - Report of the Regional Vice-President, Kuldeep Deol,
Lower BC Mainland**

**Presented to National Council
September 10, 2025**

Currently the Region has seen some changes at the Senior Management table. Our Region's RDG has left without notice, and we are now working with an Acting RDG. There has also been a number of changes at the Director levels. With the ever-changing musical chairs, both the Region's RVP's (Sister Reni Stein and myself) along with the PIPSC rep keep working to bring back the Regional Labour Management Consultation Committee. There is no Local Consultation Committees active at either the Vancouver or Victoria offices. One HR has played a role, but we are encouraged to have some Directors who feel the Union Management relationship is important and are willing to have continued conversations informally to bring the Committee(s) back to life.

Local 20008 Executive has also seen some changes this year. The AGM took place in February 2025. A full Executive was elected/acclaimed. Since then, Sister Andrea Lima stepped down as RVP and an election was held. Being nominated and elected as the replacement RVP, I am grateful for the opportunity. As this is my first report as RVP, I would like to thank Sister Andrea Lima for advocating and supporting members in her role of RVP. The VP of the Local, Brother James Duncan, is now the Local President. Our Secretary Sister Rachel Mengden is now in the position of Local Vice-President. The Local is reaching out to members to encourage engagement and hoping more members will step forward to fill vacant roles.

I look forward to working with National Council. See y'all in September.

Respectfully submitted,

Kuldeep Deol
Regional Vice-President
Lower BC Mainland

**Appendix 'D' - Report of Regional Vice-President, Mélanie Hamel,
Quebec Region**

**Presented to GSU National Council
September 10, 2025**

Since my last report to the National Council on May 9, 2025, there have been no significant developments or changes to report. We are on the lookout for employer announcements in connection with budget cuts and the impact of decisions on members.

I continue to actively participate in the Quebec region's activities. The Annual General Meetings for locals in the Quebec region were a remarkable success. We had great participation from members and feel their support.

I also continue to be present at the various consultation tables with the employer. Current topics discussed with the employer always concern the improvement of our workplace, and the mental health and wellbeing of members. We are also closely following our members' requests concerning the duty to accommodate.

I would like to thank the local executives and shop stewards for their involvement and the National Office for their ongoing support.

Respectfully submitted,

Mélanie Hamel
Regional Vice-President
Quebec Region

**Appendix 'D' - Report of Regional Vice-President, Paul Paquette,
National Capital Region**

**Presented to GSU National Council
September 10, 2025**

I respectfully submit my report.

I continue to represent Local 70017 at the National Labour Management Consultation Committee (NLMCC), and I serve as co-chair of the Regional Health and Safety Committee in the National Capital Region (NCR).

I also attended the PSAC NCR Annual General Meeting on June 13th and 14th in Gatineau.

It was a pleasure to reconnect with colleagues just before the summer season. As summer winds down, I hope everyone had a chance to enjoy some well-deserved rest.

We now turn our attention to the upcoming fall budget and its potential impacts on our members in the months ahead.

Respectfully submitted,

Paul Paquette
Regional Vice-President
National Capital Region

**Appendix 'D' - Report of the Regional Vice-President, Reni Stein, Pacific Region,
Vancouver Island, Remainder of BC outside Lower Mainland and Yukon**

**Presented to GSU National Council
September 10, 2025**

I continue to work with our Regional Manager of Health and Safety to review and update the Regional Health and Safety Committee's Terms of Reference.

Our new Regional Director General suddenly left the department earlier in the summer. Thomas Kwan is acting Regional Director General until the end of October 2025. With Fernando's departure, the region is left wondering if a permanent replacement will be announced or if this is a sign of the future. Since One HR was implemented in April 2025, our Regional Labour Management quarterly meetings ceased to exist. We have recently met with the former Director of HR, now Director of Corporate Services, Strategic Management and Communications, and PIPS steward to try and reinvigorate and reinstate them. We laid out agenda items and expectations to try and bring consultation to the forefront. We look forward to carrying on our allyship with this senior director and are hopeful that other senior management see the labour partners as allies, not bumps in the road.

Things seem to be holding steady at the Esquimalt Graving Dock. Joe continues to have regular meetings with senior management. Since Joe has changed jobs from the yard to the crane, it seems that members issues have decreased. I am sure this is just a coincidence, but nonetheless, a welcoming reprieve for Joe and the local executive.

I am happy with the work that Kuldeep and I have managed to accomplish since May. Our membership is always front of mind.

I hope everyone had a nice break over the summer and are reinvigorated for the remainder of the year.

Respectfully submitted,

Reni Stein
Pacific Region, Vancouver Island, Remainder of BC
outside Lower Mainland and Yukon

**Appendix 'D' - Report of the Regional Vice-President, Sarah Bolger
Newfoundland and Labrador**

**Presented to GSU National Council
September 10, 2025**

Friends,

Since my last report in May during the Local President's Conference, I have attended the PSAC Atlantic Health, Safety, and Environment Conference in Moncton from June 6th to the 8th. During that conference, I gave a presentation on Men's Mental Health which was my project from the ULDP. This presentation received a standing ovation from the members that were present. There was also a resolution that was past to go to the National Health and Safety Conference that I wrote to have PSAC National hold a Men's Mental Health Summit.

I also went to Ottawa for the PSAC National Human Rights Steering Committee as I was selected for the 2SLGBTQIA+ steering committee to create an agenda for this equity group in the upcoming National Human Rights Conference.

My local has been quiet especially during the summer as most members are off on holidays. One member did reach out for aid in the Accommodation process in relation to DTA.

Please accept my report as written.

Respectfully submitted,

Sarah Bolger
Regional Vice-President
Newfoundland and Labrador

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

**Presented to GSU National Council
September 10, 2025**

**Re: Report for the GSU National Council Meeting submitted on
August 14, 2025**

Since my last report there have been a few changes especially with the implementation of One HR and the upcoming return to the office for the Pay centre folks in the Region.

The Alberta/Northwest Territories/Nunavut Regional Vice-President and I usually host a monthly meeting with the Local President's from Western Region. Normally this occurs prior to our Regional Union Management Committee meeting, since the implementation of One HR, we have not had a RUMCC.

Local 40007 in Saskatchewan has maintained and may have even added to their membership numbers, with some new employees being hired. With the return to the office 3 days a week, the Local has had issues with the DTA and Exemption processes.

Local 50002 in Winnipeg seems to have a strong executive and is thriving with their current Executive. The Local also has some issues with the implementation of Duty to Accommodate (DTA) requests. The cheque production plant is having issues as the employer decided to amalgamate all the CR04 duties.

The locals in Manitoba and Saskatchewan seem to have been able to engage their membership as evidenced by the turn out to their AGMs. Although numbers are decent, it would be good if more members took interest and attended their respective AGM. Now that we are back in the office three days a week, and as the members get accustomed to the new hybrid work solution, engagement will continue to improve.

We are still seeing DTA and Exemption requests being rejected as the employer does not seem to be reviewing these on a case-by-case basis. This is especially evident when the employer representative is from Ottawa/Gatineau.

Respectfully submitted,

Sheldon Jacobs
Regional Vice-President
Manitoba & Saskatchewan

**Appendix 'D' - Report of Regional Vice-President, Sina Agah,
National Capital Region**

**Presented to GSU National Council
September 10, 2025**

- Providing Grievance process assistance to Local 55 daily.
- Handling their most complicated cases and grievance hearings due to insufficient resources of the local on a weekly basis.
- Assisting the President of Local 70055 with every request.
- In Regular Contact with David Girard regarding Local Grievance guidance and advice.
- Part of the Educational committee and meeting regularly to enhance GSU education materials for all GSU locals.
- Attended the National Management Consultation Committee Agenda Items meeting on April 2nd, 2025.
- Attended the Corporate Services Labour Management Consultation Committee on April 7th, 2025.
- Attended the Digital Service Branch (DSB) Labour Management Consultation Committee on April 10th, 2025.
- Attended the OHS Regional Committee on April 30th, 2025.
- Attended the National Labour Management Consultation committee meeting on July 16th, 2025.

Respectfully submitted,

Sina Agah
Regional Vice-President
National Capital Region

**Appendix 'D' - Report of Regional Vice-President, Troy Macdonnell,
New Brunswick and Prince Edward Island**

**Presented to GSU National Council
September 10, 2025**

Involvement in national level activities has slowed through the summer months but things are still very busy at the local level. Shediac, Moncton and Miramichi have a long list of issues that they are dealing with.

The most pressing would be the employers' hard line on approving duty to accommodate for members in need of telework. Within Pay Administration Branch it is nearly impossible to achieve telework but our colleagues at pension are starting to see some positive decisions. Hopefully that sudden flash of common sense works its way through the rest of the department as quickly as possible.

Miramichi received word that beginning the end of September the return to office requirement will increase to the TBS mandate of 3 days per week. There was surprisingly little negative reaction. Only Moncton will still have a temporary exemption based on space limitations.

Members chosen to attend the PSAC and GSU Health and Safety Conferences are making plans for the much sought after events. For our region it looks like there will be a healthy mix of experience and first-time attendees. Both major events will mark the end of the reduced summer activity period for most people.

On the bargaining front, the PA Team met in early June and exchanged lengthy proposals with Treasury Board before breaking for the summer. We don't meet again until September and the dates unfortunately overlap the GSU National Council Meeting that I am now unfortunately going to miss.

Respectfully submitted,

Troy Macdonnell
Regional Vice-President
New Brunswick and Prince Edward Island

Appendix 'E' - Report of the GSU Finance Committee

**Presented to GSU National Council
September 10, 2025**

The Finance Committee is composed of the following members:

Chair: Martine Babcook, National Vice-President
Co-Chair: Mélanie Hamel, Regional Vice-President Quebec East
Members: Paul Paquette, Regional Vice-President National Capital Region
Sonia Gagné, Local President 10060 Matane
Vincent Brassard, Local President 70013 NCR
Technical Advisors: Ray Hall Finance, Coordinator
Dominique Barrette Director, Communications, Political Action & Administration

Since the last National Council meeting in May 2025, the Finance Committee did the following work.

- Reviewed a resolution from the Human Rights Committee to ensure compliance with the current budget.

The Finance Committee will also be meeting in December to work on the 2027-2029 budget that will be adopted at the 2026 Convention.

Audited financial statements will be presented at the December National Council meeting.

I would like to thank the committee's members for their assistance as well as Ray Hall and Dominique Barrette for their support during this period.

Respectfully submitted,

Martine Babcook
GSU National Vice-President
Chair of the GSU Finance Committee

Appendix 'F' - Report of the GSU By-laws Committee

**Presented to GSU National Council
September 10, 2025**

The By-laws Committee is composed of the following members:

Chair:	William Tait, National Vice-President
Co-chair:	Reni Stein, Regional Vice-President, Vancouver Island, Remainder of BC outside Lower Mainland and Yukon
Members:	Troy MacDonnell, Regional Vice-President, New Brunswick & PEI Chantal Umphrey, Regional Vice-President, Alberta, Nunavut and Northwest Territories Joel Kowerko, Local President 50057
Technical Advisor:	Dominique Barrette GSU Director, Communications, Political Action and Administration

By-Laws Standing Committee Report:

The committee did not meet formally in this quarter.

The committee is next scheduled to meet in person to discuss possible amendments at the Local Presidents Conference and National Council in Ottawa, in September 2025.

In the Fall of 2025, the committee will meet to begin work on by-law changes and proposals prior to the 2026 GSU Triennial.

We would like to thank the committee members Reni Stein, Troy MacDonnell, Chantal Umphrey, Joel Kowerko and technical advisor Dominique Barrette for their diligence and hard work.

Respectfully submitted,

William Tait
GSU National Vice-President and
Chair of the GSU By-law Committee

Appendix 'G' - Report of the Education Committee

**Presented to GSU National Council
September 10, 2025**

December 2024 to May 2025

Chair: Steve Colterman, National Vice-President
Members: Azra Jusuf, (Co-chair) Regional Vice-President, Ontario Region
Jason Lapointe, Regional Vice-President, Royal Canadian Mint
Sina Agah, Regional Vice-President, National Capital Region
Caroline Manyk, Local President 30001
Technical Advisor: Dominique Barrette GSU Director, Communications, Political Action and Administration

Our GSU education committee has had some very successful initiatives for our locals with the updates to the Members' handbook and the Steward's toolkit. The attendees of the Local Presidents' Conference in Calgary were very entertained and educated by the great Members' handbook presentation by Azra Jusuf and Sina Agah. Thank you to you both for your leadership on this initiative. GSU is lucky to have such entertaining leaders such as yourselves.

The summer of 2025 has been a busy one for GSU workplaces and so the Education committee has not had the chance to promote any new initiatives but look forward to remarkable things from this committee. We will be meeting in person in September to go over current educational items along with brainstorming on what can be added to support locals in your day-to-day needs.

I look forward to the continued hard work and dedication of our committee and thank you all for your efforts and to Dominique for your support.

Respectfully submitted,

Steve Colterman
National Vice-President and
Chair of the GSU Education Committee

Appendix 'H' - Report of the GSU Local Development Committee

Presented to GSU National Council

September 10, 2025

May 2025 to July 2025

Chair: Steve Colterman, National Vice-President

Members: Jean-Michel Riel, (Co-chair) Regional Vice-President, National Capital Region

Sheldon Jacobs, Regional Vice-President, Saskatchewan & Manitoba

Joe Walsh, Local President 20001

Suzanne Sirois, Local President 70017

Technical Advisor: Dominique Barrette, GSU Director, Communications, Political Action and Administration

2025 has been an active year with the new government now in place and threatening cuts to the public service. The Local Development committee (LDC) has been busy investigating opportunities to assist locals to engage with members and build local capacity.

In 2024, the LDC successfully passed a resolution where GSU will support locals with remote workplaces to permit financial support for engaging those workplaces. At the Local President's Conference in Calgary, LDC committee members met with Local Presidents to examine if the subsidy is being used, if so, is it enough and if not, why? In both cases, we look for advice on how this subsidy can be improved to further support these locals.

We will also be assembling a sub-committee focussed on how we can further engage our SSC members in the regions, to build an inclusive GSU component for our SSC comrades, to be active in their locals and bring voice to issues affecting SSC members.

Finally, the committee will be getting together for an in-person day long meeting to discuss further initiatives and ideas on how to support locals in the coming year.

I look forward to the continued hard work and dedication of our committee and thank you all for your efforts and to Dominique for your support.

Respectfully submitted,

Steve Colterman
GSU National Vice-President and
Chair of the GSU Local Development Committee

Appendix 'I' - Report of the GSU Human Rights Committee

**Presented to GSU National Council
September 10, 2025**

The Human Rights Committee is composed of the following members:

Chair	William Tait, National Vice-President, Equity
Co-chair	Sarah Bolger, Regional Vice-President, Newfoundland and Labrador
Members:	Sue Berbari Local President 00027, Toronto Bob Durling Local President 30401, Virginia Syrowit Equity Coordinator Local 50058
Technical Advisor	Dominique Barrette GSU Director, Communications, Political Action and Administration

The committee met this quarter in July 2025 to discuss a proposed training pilot resolution to promote union leadership among women and racialized members. The mandate for the Human Rights Committee under the terms of reference center around the goals of: Communication, Consultation, Education and Coalition Building.

Communications / Education / Coalition Building

The Human Rights Portal on the GSU website continues to be populated with up-to-date events and initiatives of the committee. A recent addition was information on the Canadian Labour Congress Anti-Hate Tool Kit. The tool kit is designed to equip and empower unions and workers with the information they need to understand the growing issue of hate in our society and provide them with tools and strategies to confront and fight it.

I would like to thank the committee members Sarah Bolger, Virginia Syrowit, Bob Durling and Sue Berbari for their work and enthusiasm and for Dominique's guidance in helping the committee move forward.

Respectfully submitted,

William Tait
GSU National Vice-President, Equity and
Chair of the GSU Human Rights Committee

Appendix 'J' - Report of the GSU Union Recognition Committee
Presented to GSU National Council
September 10, 2025

The Union Recognition Committee is composed of the following members:

Chair:	Anthony Drozdowski, Regional Vice-President, Nova Scotia
Co-chair:	Ian Leblanc, Regional Vice-President, National Capital Region
Members:	Shannon Mayer, Local President 40007 Saskatchewan Shawn Hunter, Local President 50058, Protective Services Officers Michael Murphy, Local President 90031, Prince Edward Island
Technical Advisor:	Diane Rancourt, GSU Administration and Communications Assistant

Since my last report, the Union Recognition Committee (URC) has held several meetings to review the awards recognition process and consider a Life Membership application for Linda Harding. After a thorough evaluation, the committee developed a recommendation, which will be presented at the upcoming National Council meeting.

Also, a friendly reminder to inform your locals that the GSU Bursaries call letter will be posted on the GSU website. I strongly encourage you to motivate your members to apply.

Respectfully submitted,

Anthony Drozdowski
Regional Vice-President and
Chair of the GSU Union Recognition Committee

Appendix 'K' - Report of GSU Young Workers Committee

**Presented to GSU National Council
September 10, 2025**

The Young Workers Committee is composed of the following members:

Chair:	Jean-Michel Riel, Regional Vice-President, National Capital Region
Co-Chair:	Sarah Bolger, Regional Vice-President, Newfoundland and Labrador
Members:	Vincent Brassard, Local President, Local 70013, National Capital Region
Simon Pazdor	President, Local 50002, Winnipeg
Technical Advisor:	Dominique Barrette, GSU Director, Communications, Political Action and Administration

During the last quarter, we had the opportunity to meet in person at the Local Presidents' Conference held in Calgary. At the time of the meeting, we discussed the theme of the Young Workers Conference and the workshops we will be presenting to attending members. I would like to point out that we have received the highest registration rate to date and that we are very excited to meet these new workers and to be able to share and learn with them. We also created a draft agenda during our meeting, which has since been refined. We have several workshops planned and information sessions with experts in the field of industrial relations.

I would like to thank the members of the committee, especially; Dominique Barrette, who helps us enormously with the organization.

I am submitting the report as presented.

Respectfully submitted,

Jean-Michel Riel, Regional Vice-President and
Chair, of the GSU Young Workers Committee