



Government Services Union  
Syndicat des services gouvernementaux

---

**GSU National Council Meeting  
Meeting Minutes  
Tuesday, December 9, 2025  
Virtual Zoom Meeting**

---

## Table of Contents

Land Acknowledgement .....	3
1. Call to Order (December 9, 2025).....	3
2. Adoption of Agenda.....	4
3. Hours of Session.....	4
4. Approval of Minutes .....	4
a) September 9, 2025, NC meeting .....	4
5. Report of Elected Officers .....	4
a) National President .....	4
b) National Vice-Presidents .....	5
c) Regional Vice-Presidents .....	5
6. GSU Finance Committee .....	5
a) Report.....	5
7. GSU By-laws Committee .....	6
a) Report.....	6
8. GSU Education Committee .....	6
a) Report.....	6
9. GSU Local Development Committee .....	7
a) Report.....	7
10. GSU Human Rights Committe .....	7
a) Report.....	7
11. GSU Union Recognition Committee.....	7
a) Report.....	7
12. GSU Young Workers' Committee .....	7
a) Report.....	7
13. Business Arising.....	8
Nothing to report.....	8
14. New Business .....	8
a) David (GSU) came in to explain GSU's process when dealing with level 4 grievances. ....	8
15. Round Table.....	8
16. Adjournment.....	8

Appendix 'A' Agenda .....	11
Appendix 'B' - Report of the National President, Bruce Roy .....	13
Appendix 'C' - Report of National Vice-President, Martine Babcook.....	24
Appendix 'C' - Report of the National Vice-President, Steve Colterman.....	25
Appendix 'C' - Report of the National Vice President, William Tait, Equity .....	27
Appendix 'D' - Report of the Regional Vice-President, Anthony Drozdowski. ....	29
Appendix 'D' - Report of the Regional Vice-President, Azra Jusuf .....	30
Appendix 'D' - Report of Regional Vice-President, Chantal Umphrey.....	32
Appendix 'D' - Report of the Regional Vice-President, Ian Leblanc .....	34
Presented to GSU National Council December 9, 2025 .....	34
Appendix 'D' - Report of the Regional Vice-President, Jason Lapointe .....	35
Presented to GSU National Council December 9, 2025 .....	35
Appendix 'D' - Report of Regional Vice-President, Jean-Michel Riel .....	36
Appendix 'D' - Report of the Regional Vice-President, Kuldeep Deol.....	37
Appendix 'D' - Report of Regional Vice-President, Mélanie Hamel.....	38
Appendix 'D' - Report of Regional Vice-President, Paul Paquette.....	39
Appendix 'D' - Report of the Regional Vice-President, Reni Stein .....	40
Appendix 'D' - Report of the Regional Vice-President, Sarah Bolger.....	41
Appendix 'D' - Report of the Regional Vice-President, Sheldon Jacobs .....	43
Appendix 'D' - Report of Regional Vice-President, Sina Agah.....	44
Appendix 'D' - Report of Regional Vice-President, Troy MacDonnell .....	45
Appendix 'E' - Report of the GSU Finance Committee .....	46
Appendix 'F' - Report of the GSU By-laws Committee.....	47
Appendix 'G' - Report of the Education Committee .....	48
Appendix 'H' - Report of the GSU Local Development Committee .....	49
Appendix 'I' - Report of the GSU Human Rights Committee.....	52
Appendix 'J' - Report of the GSU Union Recognition Committee .....	54
Appendix 'K' - Report of GSU Young Workers Committee .....	55

## 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 (December 9, 2025)

The meeting of the GSU National Council was called to order at 12:38 p.m., on Tuesday, December 9, with GSU National President Bruce Roy (“National President”) presiding as Chair, and the following participants were in attendance:

#### Participants:

Bruce Roy	National President
Steve Colterman	National Vice-President
William Tait	National Vice-President, Equity
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
Paul Paquette	Regional Vice-President, National Capital Region
Troy MacDonnell	Regional Vice-President, New Brunswick, and Prince Edward Island
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:

Martine Babcook	National Vice-President
Sina Agah	Regional Vice-President, National Capital Region
Ian Leblanc	Regional Vice-President, National Capital Region

#### Staff:

Dominique Barrette Director, Communications, Political Actions & Administration  
Ray Hall Finance Coordinator  
Diane Turcotte Administration and Communications Assistant

**Observers:**

Candace Smith Vice-President, 60018  
Julien Gagnon Crabtree Vice-President, 70019  
Lisa Keza Chief Shop Steward, 70019  
Shawn Hunter President, 50058  
Gerry Finnigan President, 60018  
Rick Gabbey President, 60009

**Notes:**

Simultaneous interpretation services were provided for this meeting.

**2. Adoption of Agenda**

m/s **Mélanie Hamel / Will Tait**

That the agenda be approved as presented.

**Motion carried.**

**(Appendix 'A')**

**3. Hours of Session**

That the hours of session be adopted as proposed:

Tuesday December 9, 2025: 12:30 p.m. – 4:30 p.m.

**Motion carried.**

**4. Approval of Minutes**

a) **September 9, 2025, NC meeting**

m/s **Steve Colterman / William Tait**

An error in the agenda whereas the date of the last minutes state September 9, 2025 the agenda has been updated to reflect the corrected date of September 10, 2025.

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

**5. Reports of Elected Officers**

a) **National President**

National Vice-President, William Tait assumed the Chair. (12:47 p.m.)

m/s **Bruce Roy / Azra Jusuf**

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

**Addition to his report:**

The **National President** added that the letters subject Early Retirement Initiative (ERI) went out to the members. These were not seen by GSU NP or PSAC NP. Everyone over 50 years or over 55 depending on which group they fall under will be offered early retirement incentives. The WFA notices are to come out by mid-January. Bruce adds that this is Maria's last day of work with GSU. She will come by to say hi to everyone.

GSU is revving up for our 10<sup>th</sup> Convention, stay tuned for the information to start coming out.

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

National President assumed the chair at 1:10 p.m.

**b) National Vice-Presidents**

**m/s Steve Colterman / William Tait**

**Addition to the National Vice-Presidents Reports:**

**Martine Babcook**, unfortunately, she was unable to attend the meeting and sent her regrets.

**William Tait** speaks to his report with nothing to add.

**Steve Colterman** speaks to his report with nothing to add.

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 / Azra Jusuf**

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

No comments were made by the 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**

Mélanie Hamel, Co-Chair of the Finance Committee, tabled the report and introduced the committee members, which are listed in the report. She then proceeded to read the Finance Committee Budget.

Maria came in to say hello to NC members and attending observers.

1:41pm – William Tait takes the chair.

**m/s Mélanie Hamel / Paul Paquette**

**b) Motion F-01-25**

**Recorded vote # 5. Motion Carried.**

1:55 pm - Bruce is back in the chair.

**c) Motion F-02-25**

**Recorded vote # 6. Motion Carried.**

**d) Policy 4 – Recommendation**

Azra speaks against the resolution. Chantal adds that this should be an incentive and not an expense. Steve echoes both these comments. He adds that it seems this is going from a non-taxable incentive to a taxable expense.

The current wording in the Policy contravenes with CRA guidelines. If this is defeated, the Finance Committee will have to reword the Policy.

**Recorded vote # 7. Motion Carried.**

**e) Policy 9.2 – Recommendation**

**Recorded vote # 8. Motion Carried.**

**f) Regulation 4 – Amendments**

**Recorded vote # 9. Motion Carried.**

**Section 6**

**Recorded vote # 10. Motion Defeated.**

Troy, Chantal, Kuldeep, spoke against the resolution.

**Section 7**

**Recorded vote # 11. Motion Carried.**

**Section 10**

**Recorded vote # 12. Motion Carried.**

**Section 14**

**Recorded vote # 13. Motion Carried/**

**Finance Committee Report adopted as presented.**

**m/s Mélanie Hamel / Paul Paquette**

**Recorded vote # 14. 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 #15. Motion Carried.**

**(Appendix ‘F’)**

## **8. GSU Education Committee**

### **a) Report**

**m/s Steve Colterman / Azra Jusuf**

Steve Colterman, Chair of the Education 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.

That the Education Committee Report be adopted as presented.

**Recorded Vote #16. Motion Carried.**

**(Appendix 'G')**

## **9. GSU Local Development Committee**

### **a) Report**

**m/s Steve Colterman / Jean-Michel Riel**

Steve Colterman Chair of LDC 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.

The cttee recommends that they collaborate with the URC Committee regarding the awards of merit; possibly have members nominate members?

That the Local Development Committee Report be adopted as presented.

**Recorded Vote #17. Motion Carried.**

**(Appendix 'H')**

## **10. GSU Human Rights Committe**

### **a) Report**

**m/s William Tait / Sarah Bolger**

William Tait, Chair of the Human Rights 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.

**Recorded Vote #18. Motion Carried.**

**(Appendix 'I')**

## **11. GSU Union Recognition Committee**

### **a) Report**

**m/s Anthony Drozdowski / Azra Jusuf**

Anthony Drozdowski, Chair of the UR Committee tabled a report and introduced the committee members, which are listed in his report. He also acknowledged and thanked the committee as well as the staff resource Diane Turcotte for their work.

That the Union Recognition Committee Report be adopted as presented.

**Recorded Vote #19. Motion Carried.**

**(Appendix 'J')**

## **12. GSU Young Workers' Committee**

### **a) Report**

**m/s Jean-Michel Riel / Sarah Bolger**

Jean-Michel Riel, Chair of the YW 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. He added that the YW Summit went exceptionally well.

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

**Recorded Vote #20. Motion Carried.**

**(Appendix 'K')**

### **13. Business Arising**

Nothing to report.

### **14. New Business**

- a) David (GSU) came in to explain GSU's process when dealing with level 4 grievances.

### **15. Round Table**

The meeting concluded with a round-table discussion.

**Troy MacDonnell:** He asked if there was an update with GSU's intention to fill Anju's position during her maternity leave. Dominique advised that GSU has decided to hire a junior rep instead of getting a replacement for Anju.

**Anthony Drozdowski** He questioned if Anju was coming back after her maternity leave and also added if it would be possible to change the frequency of the reports as writing them as often makes it hard to report on activities. He suggested maybe every 6 months. Dominique advised that this is on the agenda for the upcoming By-Law Cttee meeting in January.

**Rick Gabbey:** He would like to thank NC for the invitation to attend. He finds these meetings are always interesting. There is a lot of change happening at this time; therefore, it is important to be active within the union and support each other.

**Gerry Finnigan:** Hi to everyone. He looks forward to seeing everyone at the next event. He adds that if anyone has pension questions, they can reach out to him directly.

**National President:** He echoes everyone's comments and adds that he is exhausted. These are crazy times, long days. These meetings are what energize us as a component. Our LPs are the face of the PSAC. He would like to tip his hat to all LP – they give him the energy to seek a 3<sup>rd</sup> term. He is all in, loves the direction of the component and the staff.

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 **Mélanie Hamel / William Tait**

The meeting be adjourned at 4:00 p.m.



<b>Legend / Légende:</b> 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	Minutes of Sep 10,2025	Report of the NP	Reports of the NVPs	Reports of the RVPs	Motion F-01-25	Motion F-02-25	Pol. 4 – Rec.	Pol. 9,2 Rec.	Sect. 2	Sect. 6	Sect. 7.	Sect. 10	Sect. 14	Report of the BL finance Cttee	Report of the BL Cttee	Report of Education Cttee	Report of LDC Cttee	Report of HR Cttee	Report of LIRC	Report of YW Cttee
<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>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
<b>Babcock, Martine, NVP</b>	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
<b>Colterman, Steve, NVP</b>	1	1	1	1	1	1	2	1	1	2	1	1	1	1	1	1	1	1	1	1
<b>Tait, William NVP, Equity</b>	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1
<b>Agah, Sina</b>	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
<b>Bolger, Sarah</b>	1	1	1	1	1	1	2	1	1	2	1	1	1	1	1	1	1	1	1	1
<b>Deol, Kuldeep</b>	1	1	1	1	1	1	2	1	1	2	1	1	1	1	1	1	1	1	1	1
<b>Drozdowski, Anthony</b>	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1
<b>Hamel, Mélanie</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Jacobs, Sheldon</b>	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1
<b>Jusuf, Azra</b>	1	1	1	1	1	1	2	1	1	2	1	1	1	1	1	1	1	1	1	1
<b>Lapointe, Jason</b>	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>LeBlanc, Ian</b>	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
<b>MacDonnell, Troy</b>	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1
<b>Paquette, Paul</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Riel, Jean-Michel</b>	1	1	1	1	1	1	1	1	1	1	1	1	4	4		1	1	1	1	1
<b>Stein, Reni</b>	1	1	1	1	1	1	2	1	1	2	1	1	1	1	1	1	1	1	1	1
<b>Umpfrey, Chantal</b>	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1
<b>Roy, Bruce</b>	1	1	1	1	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

## Appendix 'A' Agenda

### GSU NATIONAL COUNCIL MEETING Tuesday December 9, 2025

#### Virtual Zoom Meeting

1. Call to Order
2. Adoption of Agenda
3. Hours of Session  
12:30pm – 4:30 pm
4. Approval of Minutes:  
September 10, 2025
5. Reports of Elected Officers:
  - a) National President
  - b) National Vice-Presidents
  - c) Regional Vice-Presidents
6. GSU Finance Committee:
  - a) Report
  - b) Motion F-01-25
  - c) Motion F-02-25
  - d) Policy 4 - Recommendation
  - e) Policy 9.2 - Recommendation
  - f) Regulation 4 amendments
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
11. GSU Union Recognition Committee:
  - a) Report
12. GSU Young Workers' Committee

a) Report

13. Business Arising from Previous Meetings

14. New Business

a) Grievances process at 4<sup>th</sup> level (information only)

**15.** Round Table

**16.** Adjournment

**Appendix 'B' - Report of the National President, Bruce Roy  
Presented to GSU National Council  
December 9, 2025**

**My friends,**

This report provides an overview of our union's activities and priorities over the fall months. It reflects our continued focus on consultation, engagement, and advocacy for the members we represent. Despite ongoing challenges in the federal public service, our commitment to transparency, fairness, and solidarity remains unwavering.

**National Office**

After more than 35 years of dedicated service, Maria Thomas will be retiring from the Government Services Union. Maria's contributions have been invaluable to the strength and continuity of our National Office operations. Her commitment, knowledge, and steadfast support have shaped the foundation of our administrative and membership services. On behalf of all of us, we extend our warmest thanks and wish Maria a healthy, happy, and well-deserved retirement.

**Membership and Engagement**

Membership numbers have remained steady overall. GSU does expect a decrease in membership following the expense reduction plan. However, this does not necessarily mean direct job losses or unemployment. The anticipated reduction in membership will largely result from early retirements, departures to other departments, and natural workforce movements. We do not expect significant or massive job cuts at this time. We should have a clearer understanding of the situation in the coming months.

I am always amazed when I meet members in their workplaces by how proud they are of the work they do and of being part of the Government Services Union. This pride is a direct testament to the outstanding work carried out by our elected officers on the ground, who consistently engage and support our members.

**GSU Events**

GSU recently held its Health, Safety & Environment Summit, which was a resounding success. The event brought together members from across the country for meaningful discussions on workplace well-being and safety initiatives, reinforcing our ongoing commitment to creating safer and healthier work environments for all.

The Young Workers Committee also concluded a dynamic and productive year in November, completing a cycle of nearly one event every two months throughout 2024–2025. These events have covered a broad range of topics aimed at skill-building, advocacy, and engagement, providing young members with valuable opportunities to connect and grow within the union. This frequency does not include additional ad hoc training sessions or National Council meetings.

In addition, the annual Young Workers Conference remains a key highlight, offering a dedicated space for emerging leaders to network, share experiences, and develop strategies that will help shape the future of the GSU.

Looking ahead, GSU is actively preparing for its national convention in 2026. This milestone event will be crucial for setting our union's strategic direction and priorities for the coming years. We encourage all members, especially our younger and emerging leaders, to stay engaged and involved as we approach this important gathering.

### **Consultation and Employer Relations**

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

Over the past few months, I visited the Pension Centre in Shediac as well as the Winnipeg office, where I had the opportunity to meet with management. Since September, I have also requested several meetings outside of formal consultations with the Human Resources Capital Branch and the Real Property Branch to address on-the-spot rumors and workplace issues as they arise.

This quarter, we also completed and shared a report on the prevalence of BGIS in the workplace, outlining member concerns regarding contracting out. The executive summary was provided to RPB, which has committed to returning to us with feedback. In our initial meeting, we were clear: before cutting public service jobs, departments must first reduce their dependence on contractors and end the contracting out of core work.

Following the release of the 2025 Federal Budget, GSU has formally requested a full update from PSPC on its workforce management plans and the department's use of Artificial Intelligence (AI). This aligns with our public statement on the matter, available here: <https://gsu-ssg.com/en/news/budget-2025-statement-national-president-gsu>.

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

Our relationship with Shared Services Canada leadership remains positive and productive. We have learned that the AI Garage, the federal government's dedicated innovation hub for artificial intelligence, will be moving under SSC's portfolio. While this consolidation aims to streamline AI research and implementation across departments, we have emphasized the need for ongoing transparency and consultation.

SSC has reassured us that the increased use of AI will not result in job losses for our members. Nevertheless, we remain vigilant and will continue to monitor its implementation closely to ensure workers' rights and roles are fully protected.

### **Royal Canadian Mint (RCM)**

We continue to provide support to Protective Services Officers (PSOs) as they navigate the newly implemented Terms of Reference for Consultation. Our focus remains on ensuring this process facilitates open communication, transparency, and meaningful dialogue between union representatives and management.

### **Looking Ahead**

As we close out the year, our priorities remain clear: to defend the rights of our members, strengthen our consultation mechanisms, and continue holding departments accountable for their workforce decisions. We will also maintain close attention to the government's implementation of AI and other emerging technologies to ensure that modernization does not come at the expense of public service jobs.

Thank you to all members, activists, and local leaders for your continued dedication, solidarity, and trust. It is an honour to represent you.

Respectfully submitted,



**Bruce Roy**  
National President

Government Services Union

## Activity Report

Dates: September 11 to December 9, 2025

### September 2025

Date	Organization	Meetings
Sep. 11	Government Services Union (GSU)	Education Committee
Sep. 17	GSU	Local 90031- Meeting with Executive
Sep. 17	<b>Public Services and Procurement Canada (PSPC)</b>	National Health and Safety Policy Committee (NHSPC)
Sep. 18	GSU	Rally: Shediac (Dominic LeBlanc Office)
Sep. 18	GSU	Visit to the Government of Canada Pension Centre – Met with members
Sep. 22	PSPC	Pre-Brief: Review of agenda - Science and Parliamentary Infrastructure Branch (SPIB) with Allen Middlebro, Director General
Sep. 22 -25	GSU	Health, Safety and Environment Summit
Sep. 24	<b>Shared Services Canada (SSC)</b>	Joint Preparatory Discussion – Workforce Adjustment (WFA) with Lynn Brault
Sep. 24	PSPC	Corporate Services Labour Management (CSLMCC) Technical Dry Run - Virtual meeting
Sep. 24	PSPC	Corporate Services Labour Management Consultation Committee (CSLMCC)
Sep 24	PSPC	Technical (Phoenix) Dry Run - Test technique
Sep. 25	PSPC	Digital Service Branch (DSB) Labour Management Consultation Committee (LMCC)
Sep 26-28	PSAC	National Health & Safety Conference
Sep 29	GSU	Burlington Bridge visit - met with members in Toronto

### October 2025

Oct. 1	<b>Treasury Board (TB)</b>	Pre-Brief: Union Management Consultation Committee (UMCC) Technical Meeting
Oct. 1	Public Service Alliance of Canada (PSPC)	Touch-base between Kiran Hanspal, Assistant Deputy Minister (ADM)
Oct. 2	PSAC	Holdings Board Meeting
Oct. 6	TB	Technical Sub-committee of the Executive Level Union Management Consultation Committee on Phoenix
Oct. 8	SSC	Meeting: Yana Hof, DG of Strategic Directions Directorate

Oct. 8	GSU	Meeting: Protective Services Officers (PSO) Local 50058 - Winnipeg
Oct. 9	GSU	Staff Meeting
Oct. 9	GSU	Pre-brief with National Vice-Presidents'(NVP) Agenda PSPC NLMCC
Oct. 14	PSPC	Learning Data 2024–2025 and LNA Results Presentation
Oct. 14	PSPC	Touch-base between Kiran Hanspal, ADM
Oct. 15	PSAC	Standing Finance Committee (SFC)
Oct. 15	PSPC	SPIB: Labour-Management Consultation Committee
Oct. 16	PSPC	Informal Meeting Between Union Representatives and the Ombuds Office
Oct. 16	GSU	Conference Call – RVP, LP - Moncton
Oct. 21-24	PSAC	National Board of Directors (NBoD) meetings
Oct. 27	TB	Executive-Level Phoenix Union-Management Consultation Committee
Oct. 28	SSC	National Labour-Management Consultation Committee (NLMCC)
Oct. 28	PSPC	Change in Reporting (BRSO)
Oct. 28	PSPC	Touch-base between Kiran Hanspal, ADM
Oct. 29	PSPC	Discussion: Mark Quinlan, Senior Assistant Deputy Minister, (SADM) Real Property
Oct. 30	PSAC	Meeting with PSAC National Executive Vice-President (NEVP) Alex Silas

### November 2025

Nov. 3	PSPC	Consultation Human Capital Management Branch and Real Property Branch
Nov. 3	SSC	Consultations with SSC - Human Resources Union-Management Consultation Committee (HRUMCC)
Nov. 3	PSPC	Pre-brief: SBIB LMCC Discussion with Allen Middlebro, Director General
Nov. 4	PSPC	Monthly Touchbase with Unions
Nov. 5-6	GSU	GSU Young Worker's Conference
Nov. 6	PSAC	Founder's Day
Nov. 7-9	PSAC	NCR Health and Safety Conference
Nov. 12	PSPC	Labour-Management Consultation Committee Science, Parliamentary and Infrastructure (SPIB)
Nov. 12	PSPC	Mental Health Strategy - Union representatives
Nov. 12	PSPC	Touch-base between Kiran Hanspal, ADM
Nov. 17	GSU	Local 80052 Annual General Meeting (AGM)

Nov. 18	PSPC	Joint Preparatory Discussion – Workforce Adjustment
Nov. 19	GSU	Local 50058 Annual General Meeting (AGM)
Nov. 21	GSU	Site Tour - Cheque Production Center & Lock Winnipeg
Nov. 22	GSU	Local 50057 Annual General Meeting (AGM)
Nov. 24-27	FTQ	Fédération des travailleurs et travailleuses du Québec (FTQ)
Nov. 26	SSC	National Health and Safety Policy Committee-NHSPC
Nov. 27	PSPC	Pre-brief: Human Capital Managements Branches (HPLMCC)
Nov. 28	PSPC	Real Property Labour Management Consultation Committee (RPLMCC)
Nov. 28	PSPC	Pre-brief: December NHSPC Meeting

### **December 2025**

Dec. 2	PSPC	Dry Run – National Labour-Management Consultation Committee (NLMCC)
Dec. 2	PSPC	Monthly Touchbase with Unions
Dec. 2	PSPC	Touch-base with Kiran Hanspal, ADM
Dec.3 to 4	GSU	Finance Committee
Dec. 3	PSPC	National Labour-Management Consultation Committee (NLMCC)
Dec. 4	SSC	Human Resources Union-Management Consultation Committee (HRUMCC)
Dec. 5	GSU	Local 00027 Annual General Meeting (AGM)
Dec. 8	SSC	De-brief: Human Resources Union-Management Consultation Committee (HRUMCC)
Dec. 9	GSU	Meeting with Sharon DeSousa
Dec. 9	GSU	National Council Meeting - Virtual
Dec. 9	PSPC	Touch-base with Kiran Hanspal, ADM

## Activity Report

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

<b>Date</b>	<b>Organization</b>	<b>Meetings</b>
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, 2024, to May 9, 2025

<b>Date</b>	<b>Organization</b>	<b>Meetings</b>
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**

**December 9, 2025**

Since my previous update it has been incredibly quiet on the Union front other than the ongoing WFA

### **Update on WFA**

SSC has committed to establish a WFA committee and has also had training sessions with management , we are currently working on terms of reference. SSC currently has no GSU members who are WFA at the time of this report.

PSPC WFA updates, there are still 5 GSU members who have been identified as WFA. Although we have received some concerns from Local Presidents and RVPs about members being moved to new reporting structures, we ask that you keep these conversations as standing items on your LUMCC/RUMCC. Please reach out if you are asked to attend a meeting regarding any change to reporting or new tasks/job functions. The PSAC WFA Working Group continues to meet on a regular basis PSAC has a section on WFA that is updated quite regularly with useful information.

### **New Consultation**

GSU National President and the 3 National Vice Presidents had a request to meet face to face with the PSPC Ombudsman Judith Brunet. We met and shared our members concerns and going forward we have agreed to meet quarterly to discuss issues affecting GSU Members.

At National Council in September the women on National Council had a productive meeting on next steps going forward regarding Domestic Violence in the workplace so stay tuned.

In October I had the pleasure of attending the NBOD as Bruce's technical advisor for the next year up until convention in Sept of 2026.

Respectfully submitted,  
Martine Babcook  
National Vice-President

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

**Presented to GSU National Council**

**December 9, 2025**

### **July 2025 to November 2025**

2025 has been a challenging year so far, with the Republican government for our neighbours 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. On top of this, we have the looming threat of Government wide cutbacks.

I have been working to support our members through various means. Be it connecting and building relationships with other unions, our elected officials or promoting initiatives that aim to protect GSU and other PSAC member jobs, there is no shortage of work to protect our 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.

##### **Support for locals**

Have been assisting locals with initiatives such as engagement, case support and gaining experience. Looking forward to seeing the success of a partnership between two locals, NCR and regionally. If you are looking to gain experience in casework, do reach out to see if there is a match.

##### **GSU Young workers conference.**

Looking forward to stopping in at the conference. Due to lead time for this report, conference is set for November 5 and 6. I am genuinely excited to meet our many first-time attendees to a conference as well, those returning attendees. I hope your journey to union leadership is eventful and you can proudly lead the future activists as those before us did for us.

#### **Other union and political activities**

##### **NDP Douglas Caldwell Layton Foundation leadership gala**

The Douglas Coldwell Layton Foundation promotes the principles of social democracy while reclaiming the legacies of its founders and other social-democratic thinkers, writers, and leaders. They contribute to public policy dialogue to provoke discussion through research and education by convening important conversations in Canada now and to support future generations. The leadership gala permitted attendees to meet and

connect with the Federal NDP leadership candidates. I met many fascinating social activists and learned a lot about the future leadership of the NDP. In the coming months and years, GSU will need to have networks with political parties in order to voice our concerns and do what we can to support workers in this time of austerity.

### **Picket line support for Ontario Public Service Employees Union (OPSEU) and the College Employer Council (CEC).**

The five weeklong strike involved full-time support staff, including clerical, IT, and maintenance workers, among others. Academic faculty and part-time staff were not included. The picket line I attended was at the Cite Collegial campus in the east end of Ottawa and provides student with great French college learning. Although this work does not directly affect the challenges GSU face, as we witnessed in Ontario a few years ago and again now in Alberta, governments are feeling emboldened and attempting to use the notwithstanding clause in order to trample the rights of workers everywhere. We must stand together, or we all lose. "An injury to one is an injury to all."

### **Ontario Federation of Labour (OFL)**

I will be attending the OFL in November and looking forward to connecting with colleagues there. This event provides a perfect opportunity to connect with provincial, municipal, and private sector unionist who contend with the particularly challenging and demanding situations. Although we do not have the same employers, there is a lot to be gained though networking with different unions and workers.

## **PSAC**

### **PSAC NCR lobbying event**

Participated in a lobbying event in the NCR where activist there are trying to garner support for a resolution to increase staff support for more NCR training opportunities. Many RVPs in the NCR may have received a number of emails and/or letters looking for your support, I hope you can provide this support so our NCR activists can increase their knowledge. Although all regions can surely use more training opportunities, NCR is an incredibly unique situation due to its size and the constant turnover in local activists. If you have a resolution that needs support, I am available to assist and I encourage you to lobby our union colleagues to get your resolution implemented.

In closing, I want to thank all local and GSU reps on behalf of your members. We do not usually encounter members outside times of personal crises. Although we do a wonderful job supporting members, during this challenging 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**  
**December 9, 2025**

This report outlines my activities as NVP from September 2025 until December 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. (September). Branch updates presented by employer.
- National Health and Safety Policy Committee. In person meeting Gatineau QC.
- Corporate Services Labour Management Consultation Committee (CSLMCC). Virtual meeting to continue discussions on the employer's Comprehensive Expenditure Review (CER), workforce adjustment, accessibility and equity initiatives.
- Joint Committee on Employment Equity and Diversity (JCEED) – Virtual - The committee reviewed updates to the employer 2021-25 Diversity and Inclusion Action Plan, updates from Diversity Network Chairs and the Second Official Languages Scholarship Program.
- PSPC – Pay. Consultation with management and GSU on upcoming changes to individualized performance measurement models for members.
- PSPC Persons with Disabilities Network and Human Resources Branch, consultations on Duty to Accommodate.
- PSPC Human Resources Branch (HRB), consultations on development of the 2025-2028 Mental Health, Wellness, and Inclusion Strategy for members.
- Executive level Phoenix Union / Management consultation. Senior management presented on the Phoenix backlog, AI updates, Phoenix overpayment status and statute barred claims.
- Shared Services Canada (SSC) and Union consultation on potential workforce adjustment.
- PSPC National Labour Management consultation, agenda to be determined. (December)
- PSPC Human Resources Union / Management consultation, agenda to be determined. (December)

**Internal GSU Projects and Representation:**

- GSU Standing Bylaws Committee: See committee report.
- GSU Standing Human Rights Committee: See committee report.
- 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).
- PSAC Human Rights Committee – Virtual -Component updates meeting of ongoing human rights initiatives of the PSAC and our sibling Components.
- PSAC Human Rights Committee – In person Ottawa ON. Received training on PSAC and CLC Anti-Hate / Far Right initiatives. Received updates on upcoming PSAC “Leadership in Action” program and discussed possible resolutions for the 2026 PSAC National Equity Conference.
- Attended the Ontario NDP Convention in Niagara Falls Ontario. I had the opportunity to meet and question the leading Federal NDP leadership candidates on their thoughts on the 2025 Federal budget.

**Conferences / Summits:**

- Canadian Committee on Labour History annual conference in Montreal QC. Top Canadian and International scholars presented on their latest research on Canadian Labour issues. Presentations on working-class and labour history, working-class communities, culture, ethnicity, family life, gender, sexuality, migration, ideology, politics and organization.
- GSU Health and Safety Summit, Montreal QC (Observer).
- PSAC National Health and Safety Conference, Toronto ON (Delegate).
- Ontario Federation of Labour Convention, Toronto ON. (Delegate)

I continue mentor RVPs and Local Executives when requested. Also, to represent GSU by attending and engaging with national political parties, PSAC national events and training, PSAC Regional Committees, sibling union engagement and support, provincial and national labour organizations as well as grass roots community groups.

Respectfully submitted,

William Tait  
National Vice-President

**Appendix 'D' - Report of the Regional Vice-President, Anthony Drozdowski, Nova Scotia  
Presented to National Council  
December 9, 2025**

Since my last report submitted to National Council in August 2025, there have been no new developments or significant changes to report.

I continue to remain actively engaged in the Regional Occupational Health and Safety Committee (ROHSC) and work through the increasing volume of grievances.

I would like to extend my sincere thanks to Sarah, Troy, and the National Office staff for their ongoing support and assistance.

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**  
**December 9, 2025**

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

We are preparing for our AGM scheduled for Dec the 5<sup>th</sup>. The local is working well, the members of the executive have been taking Union training, attending conferences, and engaging and helping members. They continue to meet regularly and learn on the go. We have requested a DTA JLP training, and it was delivered on Oct 29. The members appreciated the learning event. Also, I attended the health and safety training for members of OSH committees, along with the president and VP of the local.

I have been a member of the GSU Education Committee since the GSU convention in Sept 2023. We continue to meet, and we are looking at preparing resolutions for the GSU convention in 2026. We last met on Oct 28, and our next meeting will be held on Nov 25.

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 Sept the 24, 2025, and the next ones will be held on Dec 11, 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 Nov the 5<sup>th</sup>.

We continue to hold monthly meetings with our PIPSC colleagues. It's a space where we discuss common issues, WFA and the new budget dominated our conversation. Our last meeting was on Nov 04 and the next one is scheduled for Dec 02, 2025.

**Past Events**

- PSAC Ontario Regional Women's Conference, May 2025, Markham
- GSU Local Presidents' Conference, May 2025, Calgary
- In-person NC meeting, Sept 2025, Ottawa
- National Health and Safety Conference, Sept 2025, Toronto

**Upcoming Events**

- NC Meetings, May 2026, Victoria
- GSU Triennial Convention, Sept 2026

On Sept 29, I visited the Burlington Lift Bridge with Bruce and PSAC Ontario REVP, Craig Reynolds. It was great to interact and engage with our members, get a tour of the bridge and the facilities, and learn more about the meaningful work that they do. 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  
December 9, 2025**

This has been a very busy reporting period with members in the region facing significant stressors due to uncertainty surrounding the budget and subsequent cuts and/or restructuring. To support members with understanding the Collective Agreement in terms of Work Force Adjustment (WFA), I am working with the PSAC regional offices coordinating WFA Lunch n Learn sessions to support members in understanding WFA process, rights and entitlements contained within the Collective Agreement. This is ongoing with the first session upcoming in Calgary **November 12 & 16<sup>th</sup>, 2025**.

This is on top of continued challenges members are facing with process changes due to centralization of key service delivery activities.

- One HR has led to the transition of new employer representatives.
  - Labour Relations, Disability Case Management and ROSH impacts affecting the region.
- HUB for Accounts Payable processing at the National Level has led to significant payment challenges and stress over potential WFA action for the regional Transaction Management Unit.

Below outlines my activities this reporting period as the Regional Vice President (RVP) for members in Alberta, Nunavut and Northwest Territories.

**Training:**

- **September 10, 2025**, attended GSU National Council Meeting and WFA Training in Ottawa
- **September 23-25, 2025**, attended GSU Health and Safety Summit in Montreal
- **October 16, 2025**, attended PSAC Workers Compensation and Disability Training (Virtual)

**Consultations:** As the RVP, I continue to be actively engaged in consultation discussions with PSPC Management through ad hoc meetings and at committee tables.

- **October 10, 2025**, attended ROSH meeting. Challenges with new structure and the lack of consultations. Very much a national stats dashboard information session.
  - Challenges within the region include inaccurate regional direction on workplace inspections and security improvements for shelter in place.
- **October 23, 2025**, attended consultation meeting the New Organizational Ombuds for PSPC.
- **October 30, 2025**, attended Regional Union Consultation Committee (RUMCC).
- **October 30, 2025**, attended Edmonton OSH Committee monthly meeting.

### **PSAC Prairies:**

- **October 16<sup>th</sup>, 2025** attended PSAC Prairies National Officers meeting hosted by Marriane Hladun.

### **30401 and 30001 Updates:**

Regionally, level one grievances are being filed by the Locals. Members are engaging the union with questions and facing issues with management on items such leave, return to office challenges and miss information from management.

AGM planning for both locals is underway with scheduling set for the week of **February 2-5, 2025**. RVP coordination with the National office was undertaken to support GSU President attendance. Work is underway to finalize.

- A. **Local 30401 Calgary & Alberta South.** The local is addressing concerns effectively and the Local President routinely reaches out to the RVP for guidance. The Health and Safety Representative continues to develop confidence in his role addressing issues with the OSH Committee.

The Calgary PSpC office is in the process of space transition with the closure of Megasys space. I met with the Senior Departmental Representative (SDR) on **November 5<sup>th</sup>, 2025**, for update and discussion on seating capacity issues for staff with current shortage of workspace.

- B. **Local 30001 Calgary & North.** I have been supporting the Local President by providing guidance to support operations. A member representative stepped down in October. The local is working to improve engagement,

RVP site visit to Edmonton **October 21-22, 2025**, with various meetings as outlined below:

- **October 21, 2025**
  - Consultation meeting with Western Region Regional Director General.
  - Operations meeting with the Local President.
- **October 22, 2025**
  - Grievance and issues review with the Shop Steward.
  - Workspace tour, issues and OSH committee status meeting with the Local H&S Representative.
  - Regional update meeting with the National Disability Manager.
  - Attended Local 30401 Operational Executive meeting.

**Grievances:** Outstanding Level 3 grievances. Planning on scheduling presentation meeting now that member has returned to work.

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  
December 9, 2025**

- I have unfortunately not had the opportunity to attend any recent local executive meetings.
- I have had few conversations with the Local President regarding outstanding grievances and ongoing challenges.
- 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  
December 9, 2025**

Since my last report presented to the National Council on September 10, 2025, in Ottawa, 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 unchanged. I plan to attend the Local Annual General (AGM) meeting scheduled for November 22, 2025.

**Local 50058 – Winnipeg (PSO):** Operations have remained unchanged. I plan to attend the Local Annual General (AGM) meeting scheduled for November 19, 2025.

**Local 70024 – Ottawa:** Operations have remained unchanged.

Respectfully submitted,

Jason Lapointe  
Regional Vice-President  
Royal Canadian Mint

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

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

In the last quarterly portion of the year, I have had the pleasure of attending the first ever GSU health and safety summit, where we had the chance to assist a plethora of presentations as well as training. The summit was very well made, every aspect was exactly on point, and we got to learn about some of our union colleagues' workplace practices to mitigate OHS risks. Speaking of health and safety, lately I have been meeting with director generals in the Science and Parliamentary Branch as well as the Real Property Branch to follow up on reports of asbestos containing materials in both branches' portfolios. With the help of David and the OHS group for PSPC, we established a direct communication line to ensure that the asbestos management plan is being followed properly in both sectors.

In my capacity as RVP for local 70013, I have kept the weekly meetings with my colleague Vincent, president of the local, to stay up to date on the local activities, workplace changes, grievances, etc. I have also attended the monthly executive meetings as well as some of the stewards' meetings where I get the chance to meet our wonderful and expanding team. I have also been busy with representation; I have closed four cases and am still working on going through the list I currently have. 70013 is a big local and although there have been fewer incoming cases, I am still able to establish a clear pattern of duty to accommodate refusals on the part of the management of some branches. Vincent and I are trying to meet with the different directors and director general, we are slowly getting the point across that they have a duty towards their employees.

I will discuss the Young Workers' summit in the committee's report.  
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  
December 9, 2025**

With recent changes to the PSPC Senior Management Team and RDG, GSU RVPs in the region are working collaboratively to ensure that the union voice is being heard. We have advised the Employer of the need for informal discussions and the ability to resolve and address matters. Both RVPs in the region will be scheduling meetings to meet initially with the Directors and hoping to initiate meetings at the next lower level. We hope to continue and build a relationship of trust and respect.

As the year is coming to a close and vacancies in the Local Executive, I am pleased to announce that Sister Manpreet Gill has agreed to step into the role of Vice President on an interim basis to see us thru to the next AGM. This will provide much needed stability and knowledge within the Executive. I am working with the Executive of the Local to garner engagement and member participation.

With the recent Budget 2025 being announced, there is growing concerns about job safety and future changes within the employer's organization. Members are encouraged to stay informed and attend WFA training to ensure they understand their rights.

I also would like to take the time to thank David Girard for all his support on all thing's grievances. He is true pillar of knowledge, and we are lucky to have him.

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  
December 9, 2025**

From September to December, we were awaiting announcements following the disclosure of the budget. People outside the public service seemed to have more information than we did, and several rumours circulated, but nothing came of them. Following November 4<sup>th</sup>, several pieces of information were shared but nothing really concrete for the Quebec region, and members have mixed opinions and are expressing some concerns. Then it is back to waiting, as the budget must be put to a vote. What will be the real impacts for PSPC? The following words fill our emails: WFA, cuts, BDM, transition, mobility, flexibility, etc. Several members are eagerly awaiting the terms and conditions for voluntary retirement, while others are simply wondering whether they will keep their jobs.

I continue to actively participate in activities in the Quebec region. I am also continuing to be present at various consultation tables with the employer. The topics currently being discussed with the employer continue to focus on improving and transforming our workplace, in addition to continuing discussions on mental health and well-being.

I would also like to highlight the extraordinary contributions made by the representatives and shop stewards. Their involvement, their collaboration and participation in the labour movement are greatly appreciated and essential. Learning is ongoing, and mutual cooperation is very present. Thank you also to National Office staff for their continued support.

Respectfully submitted by,

Mélanie Hamel  
Regional Vice-President  
Quebec Region

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

**Presented to GSU National Council  
December 9, 2025**

I respectfully submit the following report:

I continue to participate in the National Labour-Union Management Consultation Committee (NLMCC), the Human Resources Union-Management Consultation Committee (HRMCC), and the new Workforce Adjustment (WFA) meetings on behalf of Local 70017. I also serve as co-chair of the Regional Health and Safety Committee in the National Capital Region (NCR), and I attended the Ontario Federation of Labour (OFL) convention in Toronto from November 17–21.

With the significant budget cutbacks that have been announced, 2026 is expected to be a challenging year for labour and the Union. These changes will require careful preparation, as they will significantly impact members in many ways.

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  
December 9, 2025**

Since my last report submitted to National Council in September 2025, there are no major developments or significant changes to report.

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. Regional Labour Management Meetings have been reinstated in Pacific Region. We are going to set up meetings with each of the Regional Directors in the hopes of bringing consultation to the forefront of our conversations along with how we can work together for the benefit of both the membership and department.

I attended the National Health & Safety Conference in Toronto in September. Always a pleasure networking with like minded individuals from other departments. Looking forward to meeting with the By-Laws committee in late January to review GSU By-Laws, for the upcoming cycle.

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  
December 9, 2025**

Friends,

Since my last report in September, I have attended the PSAC National Health and Safety Conference in Toronto from September 25<sup>th</sup>—29<sup>th</sup>. During that conference, there was a resolution that I had written for PSAC to have a Men's Mental Health Summit. That resolution was 6 words over the limit and got resubmitted as late. We did not have time to discuss that resolution. I have received feedback from both GSU members and other members of PSAC that this summit is a desperate need among our membership. I will be rewriting and will resubmit through other means to hopefully reach the floor of the National PSAC Triennial Convention.

On October 16<sup>th</sup>, I attended the PSAC Atlantic 2SLGBTQIA+ Summit held in Halifax. During this conference, I gained valuable information involving issues that this equity group is currently facing.

On November 3<sup>rd</sup>, I attended the GSU Young Workers Conference held in Ottawa. This conference was jammed pack with information especially driven to help young workers in our membership to become more involved. We had a discussion day with great information that us as the Young Worker Committee can implement in the future.

On November 17<sup>th</sup>, I attended PSAC Lobby Day. This is was great opportunity to learn from the political action side of the union, a side that I am often not to involved in.

On November 20<sup>th</sup>, I attended the PSAC National Women's Conference held in Toronto.

As a side project, I have been working with the other women on National council to develop a working group. Currently, I have consulted with these wonderful women and created a proposal to submit to the Human Rights Committee. I am looking forward to getting this group active and with the help from William Tait, I am hoping we can develop the resources necessary to help women in our membership who suffer from domestic/intimate partner violence.

GSU held a National Health and Safety Summit in which I was grateful to have members from my local in attendance, two of which have not been on our local executive. The positive feedback that I received was very beneficial and gives me hope that more people will be involved in the local in the future.

Members do have some concerns with the recent budget announcement and wondering if they are job security. As to date, there haven't been anyone in my

local who received a WFA. Other than that, the members have no concerns and there are no grievances filed from our local.

In the Atlantic, being the chair of the Regional Occupational Health and Safety Committee, I brought forth the idea to have a workshop based from out recently passed Terms of Reference, to have a joint workshop every two years. Both management and union representatives were very intrigued to have this workshop. Although costs of travel was a barrier to have it in person, we all agreed to host this workshop virtually.

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  
December 9, 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 Paycentre folks in the Region.

When time allows, the Alberta/Northwest Territories/Nunavut Regional Vice President and I continue to host a monthly meeting with the Local President's from Western Region. Normally this occurs prior to our Regional Union Management Committee meeting, which we finally had one, which was more of an information dump.

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  
December 9, 2025**

- Made myself available everyday should members of Local 70055 need assistance and guidance in the Grievance process.
- Handling complicated cases and grievance hearings due to insufficient resources of the local.
- Continue handling member inquiries and grievances pre level 3.
- Provided advice to the president on how to retain executive members of the local from leaving.
- Provided guidance to the president of the local on how to network with fellow NCR local Presidents through NCR President meetings for additional support/stewards.
- Did my best to retain executive local members from leaving the local.
- Stepped in for the President to train a new steward.
- In Regular Contact with David Girard regarding Local Grievance guidance and advice.
- Part of the Educational committee to enhance GSU education materials for all GSU locals.
- Met with the DG for Digital Service Branch on November 4<sup>th</sup>, 2025 in absence of the president.

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  
December 9, 2025**

As summer came to an end union related activity picked up. The fall kicked off with a mini tour of the PEI, Shediac and Moncton locals with Component President Bruce Roy. With essentially nothing going on all summer it was quite a while since meeting the local executives, so it was much overdue and appreciated by all. While transitioning west we stopped in at Minister of Internal Trade, Dominic Leblanc's Shediac office for a USJE job cuts protest. While there we also received a comprehensive tour and presentation at the Pension Centre

Also in September, I was fortunate to attend both the GSU and PSAC Health and Safety Conferences. Both events were well executed but GSU continues to set the bar with the content and organization of their events.

As of the end of September, only the Moncton local has a Return to Office exception due to space constraints. Also related to office space, it sounds like pay workspace will soon be available in Bathurst NB, which just happens to be the hometown of Bruce Roy. This move will better serve employees that work in or near that community which is an hour north of Miramichi. Additionally, space in Shediac should be online in the coming months for the large number of Moncton and Miramichi members that expressed a preference to complete their RtO days there.

Without any consultation the employer dropped a bomb in the October All-Staff meeting. They will be starting a pilot where departments revert to being responsible for their providing their own compensation services. The jury is still out on what the potential impacts would be of a successful pilot, but we are continuing to press them for answers.

They pulled another stunt without consulting GSU, this time by announcing to the compensation community how performance management will be handled for "perceived" production issues. After escalating to Bruce Roy, he was able to get them to slow things down while we have a series of meetings to discuss. I guess we can call that reverse consultation...that would be funny if it wasn't so sad.

PA bargaining also resumed after a summer hiatus. We caucused and met the employer in September and October with the next meeting scheduled for early December. Things are currently moving slowly but moving, nonetheless. It is anticipated post federal budget that negotiating will begin to gain momentum.

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  
December 9, 2025**

The Finance Committee is composed of the following members:

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

GSU Finances Committee met during the week of December 2, 2025. During this meeting, the Committee:

- Reviewed the audited financial statements for 2024;
- Reviewed the investment strategy for surplus funds;
- Reviewed Regulation 4;
- Reviewed Policy 4 and Policy 9.2;
- Started the 2027-2029 GSU triennial budget process which will be presented at the May National Council Meeting.

The Finance Committee is submitting two motions to National Council, as well as amendments to Regulation 4 and a recommendation for Policy 4.

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 by,

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

**Appendix 'F' - Report of the GSU By-laws Committee  
Presented to GSU National Council  
December 9, 2025**

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

Chair: William Tait NVP  
Co-chair: Reni Stein RVP Pacific Region  
Members: Troy MacDonnell RVP Atlantic Region  
Chantal Umphrey RVP Western Region  
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 meeting to discuss possible amendments in person in Ottawa, January 28/29 2026.

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  
National Vice-President and  
Chair of the By-law Committee

**Appendix 'G' - Report of the Education Committee**  
**Presented to GSU National Council**  
**December 9, 2025**

Chair: Steve Colterman  
Members: Azra Jusuf- RVP (co-chair)  
Jason Lapointe- RVP  
Sina Agah- RVP  
Caroline Manyk- 30001 President  
GSU Technical Advisor: Dominique Barrette, Director, Communications, Political  
Action & Administration

Our GSU education committee continues to explore new opportunities to support our locals with new and innovative education initiatives. The team assembled in Ottawa in September for an in-person meeting at which time we reviewed the content on the GSU website and provided suggestions to Dominique on updates for the site. We have also discussed adding content to support the domestic violence support initiative which was brought by the ad hoc women's meeting assembled in Calgary at the Local President's conference. We look forward to assisting with initiatives by providing content to support them.

Getting closer to GSU triennial convention season in 2026, our focus is turning to Education based resolutions. The team has had discussions on some ideas and continue to explore current and future needs to support locals and our activists. If you have any ideas for education initiatives, please do reach out to any of our committee members with your suggestions.

I would like to thank the committee members, Azra Jusuf, Jason Lapointe, Sina Agah, Caroline Manyk and our GSU Technical Advisor Dominique Barrette for your hard work and dedication.

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  
December 9, 2025**

Chair: Steve Colterman  
Members: Jean-Michel Riel – RVP, (co-chair)  
Sheldon Jacobs - RVP  
Joe Walsh - Local President 20001  
Suzanne Sirois – Local President 70017  
Technical Advisor: Dominique Barrette, Director, Communications, Political Action & Administration

2025 continues to be a challenging year for GSU and public servants alike. With the current Liberal government announced spending reductions, taking actions that indicate they have no plan and moving forward risking the future of good public servant jobs. Your Local Development committee (LDC) has been busy investigating opportunities to assist locals to engage with members and build local capacity and to strengthen our union.

In September, the committee met in person in Ottawa to evaluate current activities and to look at opportunities for the upcoming year and plan for any resolutions we would like to bring to the GSU 2026 Convention.

**Promotion of awards of Merit for hard working local activists well as exceptional members who prefer to support our union from the background.**

The committee felt that a great way to engage members and build union solidarity is to recognize efforts of activists and members alike. As we all may agree, the work our locals do is vital to the labour movement, we also rely on our unsung heroes and lower key volunteers. Volunteers that keep the locals running, take minutes, ensure members stay informed and when needed, become the much needed pains in A&\$ on picket lines. We also rely on members who show up to AGMs, ask questions, keep an ear open in the workplace and provide recognition to our local volunteers. Our union is much stronger with this support. To this end, the committee, in collaboration with the Union Recognition Committee has formulated a recommendation to increase engagement.

**LDC Recommendation:**

In discussion with the Chair of GSU Union Recognition Committee (URC), we agreed that the GSU Award of Merit is a tool of paramount importance in recognizing our supporters and promoting engagement among membership. As a joint submission the LDC and Union Recognition Committee would like to encourage RVPs to promote these awards to their Presidents and their locals to identify candidates with awards of merit.

**GSU Award of Merit - Description**

*The GSU Recognition Committee has established criteria to govern the granting of awards of merit in the Government Services Union. This award is to recognize members of the Government Services Union who have rendered service of the greatest distinction and have made a major contribution to any or all levels of the organization.*

**Engagement of Shared Services Canada (SSC) members.**

Committee member sister Suzanne Sirois raised an issue that she had experienced as President of local 70017 who represent SSC member in the NCR. It was noted that being the only purely SSC local in the country, many SSC members reached out there for support when needed. Recognizing GSU is a majority PSPC Component however our SSC and Mint members are just as important to the success of our union and deserve every bit of the support afforded to other members. The committee explored the issue and decided to promote an initiative to recognize our SSC members. To this end, SSC members will receive an email from GSU recognizing their participation and reminding them of their regional local. Additionally, GSU will update local information pages to highlight the support and inclusion of both PSPC and SSC members.

**Improvements to the Distant member engagement subsidy.**

In 2024, LDC successfully passed a resolution that would support some of our locals that have members in distant workplaces. As these members deserve the same support, we all enjoy in our centralized workplaces, the committee felt these locals should not bear the financial burden of engaging these members alone. This subsidy provided for up to \$500 in assistance to cover some of the expenses of these visits to cover costs such as travel, salary and in some cases lodging, etc. The committee would again like to thank National Council for your vision and shared support for these affected locals.

In May at the Local President's Conference in Calgary, the committee met individually with each local president to gauge interest and usefulness of the subsidy. We found that of locals that qualified for the subsidy, each still had challenges with the expense of these visits. We were enthused to hear some were going to utilize what was provided but could use more support.

The committee discussed and agreed to develop 2 resolutions to assist local with this work:

**Resolution 1:** If passed will combine the monies available each year to a 3-year amount of up to \$1500 to assist with covering the amount for travel, salary and in some cases, lodging.

**Resolution 2:** The committee recognizes GSU has no authority over the autonomy of locals nor their dues however, if passed, this resolution will encourage locals to move their memberships to adopt dues increase bringing locals up to at least \$5.00. Included in this resolution will be a requirement for the Education committee to

develop a package that will include tools to support local presidents to promote the initiative to their membership, increasing dues. We are confident that with increased funding and in partnership and support of GSU, our smaller locals will be able to implement and participate in the very beneficial activities that help up support our members.

**Resolution to support and encourage locals to increase local dues to \$5.00.**

Details provided in **Resolution 2** in the “Improvements to the Distant member engagement subsidy”.

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  
December 9, 2025**

The Human Rights Committee is composed of the following members:

Chair	William Tait, NVP
Co-chair	Sarah Bolger, RVP Newfoundland and Labrador
Members:	Andrea Lima, RVP Lower BC Mainland
	Sue Berbari, Local President 00027
	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 October 2025 to discuss resolution planning / proposals for the upcoming PSAC Regional conferences, PSAC Equity Conference, GSU National Council and the PSAC and GSU Triennials in 2026 and 2027. 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 *Have Things Improved? CLC's Second National Survey on Harassment and Violence at Work*.

The CLC has launched its second national *Respect at Work* survey to better understand how harassment and violence continue to affect workers across the country. When the CLC first surveyed workers in 2020, the findings were alarming — 88% of those who had experienced harassment or violence, including sexual harassment and violence, faced negative consequences such as job loss, suspension, or transfer. The committee is scheduled to meet virtually in February 2026 as a follow up to brainstorm and discuss human rights resolutions proposed by the committee members.

The committee will also convene for its annual in person meeting in Victoria BC in May 2026 prior to the GSU National Council meeting. Training for the committee is also planned during this session.

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

Respectfully submitted,

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

---

**Appendix 'J' - Report of the GSU Union Recognition Committee  
Presented to GSU National Council  
December 9, 2025**

The Union Recognition Committee is composed of the following members:

Chair: Anthony Drozdowski RVP Atlantic Region  
Co-chair: Ian Leblanc RVP-NCR  
Members: Shannon Mayer Local President 40007 Saskatchewan  
Shawn Hunter Local President 50058 PSO  
Michael Murphy Local President 90031 PEI  
Technical Advisor: Diane Turcotte, GSU Administration and Communications Assistant

Sisters and Brothers:

The Union Recognition Committee (URC) held several meetings to finalize the 2025 Bursaries Program. The successful winners were selected, and the details are published on the [GSU website](#).

The URC also discussed collaboration with the Local Development Committee (LDC) to promote and utilize the GSU awards in support of Locals' development. The promotional communication will come from LDC.

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  
December 9, 2025**

The Young Workers Committee is composed of the following members:

Chair: Jean-Michel Riel, RVP, NCR

Co-Chair: Sarah Bolger, RVP, Newfoundland, and Labrador

Members: Vincent Brassard, President, Local 70013, NCR

Simon Pazdor, President, Local 50002, Winnipeg

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

The Young Workers Committee is delighted to report that the Young Workers' Summit was a success! We have had the highest number of participants in the conference's history so far and, at first glance, I can say that it was well received by everyone. With members from literally coast to coast to coast, we started off strong with a Canadian Working-Class history presentation given by Thomas Collombat, director of the Social Science department at the Université du Québec en Outaouais. The presentation gave the tone to the conference by highlighting the importance of the union movement in Canada, underlining how, compared to the United-States, we have a strong sense of unionism since most victories were achieved by struggle instead of by political alliances. From there we moved on to the Committee's presentation of GSU's onboarding pamphlet which was followed by David Girard's presentation which gave a concise overview of the collective agreements' clauses, protections and how to navigate them.

The second day was started by Jay Gosselin's communication skills workshop to give us all a basic understanding of how to effectively communicate in a work environment. We then got the chance to hear all about our own Kevin Hanson's union career progression, all the way from local representative to National Vice-President. We finished the day with a world café style discussion to hear about the participants' view on the union as whole, but also on barriers and opportunities as young workers. The insight we gathered during these discussions will be used to formulate resolutions. I would also like to acknowledge that the summit's success could not have been possible without all the members of the Committee, Sarah Bolger, Simon Pazdor, Vincent Brassard and of course Dominique Barrette, without whom it would not have been possible.

I am submitting the report as presented.

Respectfully submitted,

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