



Government Services Union
Syndicat des services gouvernementaux

**GSU National Council Meeting
Meeting Minutes
Tuesday to Thursday May 26 - 28, 2026
Inn at Laurel Point
Victoria, British Columbia**

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Land Acknowledgement

The meeting opened with a land acknowledgement recognizing and respecting the Lekwungen-speaking peoples on whose traditional territory the Government Services Union was gathering, and acknowledging the Songhees and Esquimalt peoples whose historic relationship with the land continues to this day.

Dominique Barrette, GSU Director, Communications, Political Action & Administration read the GSU Harassment Policy.

1. Call to Order (May 26, 2026)

The meeting of the GSU National Council was called to order at 8:45 am, on Tuesday, May 26, 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
Steve Colterman	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
Jason Lapointe	Regional Vice-President, Royal Canadian Mint
Ian Leblanc	Regional Vice-President, National Capital Region
Troy MacDonnell	Regional Vice-President, New Brunswick, and Prince Edward Island
Paul Paquette	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
One vacant Regional Vice-President, Ontario Region, excluding the National Capital Region

Regrets:

Suzanne Sirois	Regional Vice-President, National Capital Region
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Staff:

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

Observers:

Joel Kowerko Local resident, 50057
Simon-Pierre Njock Bot Local Chief Shop Steward 1, 70013
Joe Walsh Local President, 20001

Observers (virtually):

Sonia Gagné Local President, 10160

Notes:

Simultaneous interpretation services were provided for this meeting.

2. Adoption of Agenda

m/s Sarah Bolger / Anthony Drozdowski

That the agenda be approved as presented.

Motion carried.

(Appendix 'A')

3. Hours of Session

m/s Chantal Umphrey / Sheldon Jacobs

Tuesday, May 26, 2026 8:45 a.m. – 12:15 p.m. (National Council Workshop)
 1:15 p.m. – 4:45 p.m. (Regular Business)

Wednesday, May 27, 2026 8 a.m. – 12 p.m. (Regular Business)
 1:00 p.m. – 4:00 p.m. (In Camera)

Thursday, May 28, 2026 9 a.m. – 12 p.m. (Regular Business)
 1:00 p.m. – 2:30 p.m. (Esquimalt Graving Dock Guided Tour)

Motion carried.

4. Approval of Minutes

a) December 9, 2025 Virtual National Council Meeting

m/s Sarah Bolger / Mélanie Hamel

Recorded vote #1. Motion carried.

b) May 6, 2026 In-Camera Virtual National Council Meeting

m/s Reni Stein / Chantal Umphrey

Recorded vote #2. Motion carried

c) May 7, 2026 In-Camera Virtual National Council Meeting

m/s Sarah Bolger / Kuldeep Deol

Recorded vote #3. Motion carried

5. Report of Elected Officers

a) National President's Report

National Vice-President, Martine Babcook assumed the Chair. (1:22 p.m.)

National President would like to include the following addition to his report:

National President reported attendance at:

- PSAC Quebec Regional Convention;
- PSAC Equity Conference in Winnipeg;
- Canadian Labour Congress Convention, attended by the National Vice-Presidents and additional GSU representatives.

National President advised that GSU had successfully resolved a longstanding jurisdictional issue involving PSPC members and the Translation Bureau. Under the new arrangement, Translation Bureau employees will remain represented by UNE while PSPC employees will automatically be assigned to GSU, reducing administrative burden and improving membership accuracy.

He also highlighted the work of the Representation Team:

- Since 2021, GSU has received over **389** final-level grievances.
- Only **80** grievances remain outstanding.
- The average processing target remains within nine months.

He thanked GSU staff and the Representation Team for their efforts.

m/s Bruce Roy / Anthony Drozdowski

That the report of the National President be adopted.

Recorded vote #4. Motion carried.

(Appendix 'B')

National President assumed the chair at 1:27 p.m.

b) National Vice-Presidents' Reports

Addition to the National Vice-Presidents Reports:

The reports were submitted as presented with the exception of William Tait – NVP Equity who added to his report that the Duty to accommodate issues are across the board. Consultations with the NVPs is a constant issue, however, they keep pushing hard for the membership.

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

m/s Steve Colterman / Martine Babcook

Recorded Vote #5. Motion carried.

(Appendix 'B')

c) Regional Vice-Presidents Reports

m/s Mélanie Hamel / Martine Babcook

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

Recorded Vote #6 Motion carried

(Appendix 'C')

Following adoption of the reports, National Council discussed the value and use of RVP reports. Suggestions included:

- Encouraging RVPs to share reports with their locals;
- Using reports to identify common issues across regions;
- Increasing communication and engagement with local executives;
- Utilizing reports as tools for networking and information sharing.

Members noted that reports can provide greater value when circulated more broadly.

GSU Committee Reports

6. a) Financial Review 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.

b) F-01-2026 – Adoption of the 2025 Audited Financial Statements

m/s Martine Babcook / Mélanie Hamel

Recorded Vote #7 Motion carried.

c) Approval of Auditors for 2026 audit

Motion F-02-2026

That National Council appoints **Andrews & Company Chartered Professional Accountants** to conduct the December 31, 2026 audit.

m/s Martine Babcook / Mélanie Hamel

Recorded Vote #8 Motion carried.

d) Proposed 2027–2029 Cycle Budget

The Finance Committee presented the proposed budget for the next cycle.

The Finance Committee will submit the budget to the Convention Finance Committee for recommendation to the Convention floor.

Recorded Vote #9 Motion carried.

That the Finance Committee Report be adopted as presented.

m/s Martine Babcook / Mélanie Hamel

Recorded Vote #10. Motion carried.

(Appendix ‘D’)

e) The Finance Committee is to come back with a proposal regarding the days of rest. The item was referred back to the committee for further review.

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. The Bylaws Committee presented a series of proposed amendments.

m/s William Tait / Reni Stein

(Appendix ‘E’)

**B-2-26 NATIONAL VICE-PRESIDENT, EQUITY
ORIGINATOR: GSU BY-LAWS COMMITTEE
LANGUAGE OF ORIGIN: English**

BE IT RESOLVED that the term *equity* be replaced by the term *human rights*:
This includes changes to the following By-Laws:

**By-Law 6, Section 2b)
By-Law 7, Section 2h)
By-Law 8, Section 4a)**

RATIONALE

Shifting from equity to human rights allows for a broader scope in addressing systemic barriers and discrimination comprehensively, without excluding members who do not identify within specific equity groups. It also aligns our language and structure with PSAC where equity work is now more broadly situated under a human rights framework.

Recorded Vote # 11 Motion carried

B-3-26 **COMPOSITION OF NATIONAL COUNCIL**
ORIGINATOR: **GSU BY-LAWS COMMITTEE**
LANGUAGE OF ORIGIN: **English**

BE IT RESOLVED that By-Law 6, Section 2c) be amended as follows:

BY-LAW 6 - NATIONAL COUNCIL
SECTION 2

- c) ~~15~~ **14** Regional Vice-presidents representing the following jurisdictions;
- Lower British Columbia mainland, including Vancouver - 1 RVP
 - Vancouver Island, the remainder of British Columbia and the Yukon - 1 RVP
 - Alberta, Nunavut, and the Northwest Territories - 1 RVP
 - Saskatchewan and Manitoba - 1 RVP
 - Ontario, excluding the National Capital Region - 1 RVP
 - National Capital Region - 4 RVPs
 - **Quebec, excluding the National Capital Region - 1 RVP**
 - ~~Quebec West including Montreal - 1 RVP~~
 - ~~Quebec East including Quebec City - 1 RVP~~
 - Nova Scotia - 1 RVP
 - New Brunswick and Prince Edward Island - 1 RVP
 - Newfoundland and Labrador – 1 RVP
 - Royal Canadian Mint - 1 RVP

RATIONALE

The Quebec region has already demonstrated that this approach works. During the 2024–2026 cycle, the region has successfully operated with a single Regional Vice-President, resulting in proven efficiencies without weakening representation or service to members. Because the Montreal and Quebec City locals share the same Regional Director General, having one RVP has simplified communication with senior management by providing a clear, single point of contact. All three locals in the region have been consulted and support this change, confirming that it reflects both operational realities and member consensus, while strengthening coordination and effectiveness across the region.

Recorded Vote # 12 Motion carried

B-4-26 **NATIONAL COUNCIL SCHEDULED MEETINGS**
ORIGINATOR: **GSU BY-LAWS COMMITTEE**
LANGUAGE OF ORIGIN: **English**

BE IT RESOLVED that By-Law 6, Section 5, be amended as follows:

BY-LAW 6 - NATIONAL COUNCIL
SECTION 5

~~The National Council shall hold at least one in-person meeting and two half-day virtual meetings each year at such time as the National President may direct; and at any other time if requested in writing by at least one third of the members of the National Council.~~

The National Council shall convene a minimum of three (3) meetings per calendar year, with at least one (1) meeting held in person at a time and place determined by the National President. Additional meetings may be convened upon written request submitted by no less than one-third (1/3) of the members of the National Council.

RATIONALE

This amendment maintains the existing schedule of three meetings from the previous cycle, while allowing greater flexibility in meeting format (in person or virtual) and removing the restriction of only one in-person meeting per year.

Recorded Vote # 13 Motion carried

B-5-26	TIMEFRAME FOR PROVIDING DOCUMENTS TO NATIONAL COUNCIL
ORIGINATOR:	GSU BY-LAWS COMMITTEE
LANGUAGE OF ORIGIN:	English

BE IT RESOLVED that By-Law 6, Section 13, be amended as follows:

**BY-LAW 6 - NATIONAL COUNCIL
SECTION 13**

At least ~~two~~ **one (1)** week~~s~~ prior to each scheduled National Council meeting, all relevant documents to the meeting shall be distributed to National Council.

RATIONALE

This change ensures that National Council members have adequate time to review meeting materials while introducing greater flexibility to address last-minute changes and evolving operational needs.

Recorded Vote # 14 Motion carried

Voted against – Sina Agah, Sheldon Jacobs, Ian Leblanc

Martine Babcock, National Vice-President takes chair 3:59 pm

B-6-26	NATIONAL PRESIDENT REPORTING
ORIGINATOR:	GSU BY-LAWS COMMITTEE
LANGUAGE OF ORIGIN:	English

BE IT RESOLVED that By-Law 7, Section 1e) be amended as follows:

BY-LAW 7 – DUTIES OF NATIONAL OFFICE

SECTION 1 – DUTIES OF THE NATIONAL PRESIDENT

e) submit written reports on their responsibilities and activities to each regularly scheduled meeting of National Council. as follows:

i. ~~to each scheduled meeting of the National Council since the last National Council:~~

BE IT RESOLVED that By-Law 7, Section 3d) be amended as follows:

BY-LAW 7 – DUTIES OF NATIONAL OFFICE

SECTION 3 – DUTIES OF THE REGIONAL VICE-PRESIDENTS

d) be responsible for member representation in their jurisdiction or in other jurisdictions at the request of ~~the RVP or~~ the National President;

RATIONALE

This amendment clarifies that the authority to permit RVPs to represent outside their jurisdiction rests solely with the National President.

Recorded Vote # 18 Motion carried

Voted against – Sina Agah, Mélanie Hamel, Ian Leblanc

B-10-26

VACANCIES IN NATIONAL OFFICE POSITION

ORIGINATOR:

GSU BY-LAWS COMMITTEE

LANGUAGE OF ORIGIN:

English

BE IT RESOLVED that By-Law 9, Section 4 be deleted.

RATIONALE

This change removes a provision that falls outside the scope of vacancy procedures, conflicts with eligibility rights set out in By-Law 8, and could unintentionally restrict the ability of duly elected Regional Vice-Presidents who were not delegates at Convention to stand for replacement National Officer positions. The amendment improves clarity, and internal consistency within the by-laws.

Recorded Vote # 19 Motion carried

Voted against – Sarah Bolger

B-11-26

AMENDMENTS TO A LOCAL'S BY-LAWS

ORIGINATOR:

GSU BY-LAWS COMMITTEE

LANGUAGE OF ORIGIN:

English

BE IT RESOLVED that By-Law 10, Section 8 be amended as follows:

BY-LAW 10 – LOCALS

SECTION 8

Each Local shall adopt By-laws **and/or Policies** for the conduct of its affairs and such By-laws or **Policies** shall not conflict with the provisions of these By-laws or the GSU Framework Local By-laws as found in GSU Regulation 2. **Any adoption or amendment of Local By-laws or Policies must be approved by a two-thirds (2/3) majority of members present and voting at a general membership meeting.**

The National Council shall review Local By-laws to ensure compliance with the Framework Local By-laws. Each Local shall be entitled to refer the decision of the National Council to the Component National Convention.

This amendment clarifies that any change affecting a Local's governance, whether set out in By-laws or Policies, must be adopted by the Local membership. It ensures that Local Policies cannot be unilaterally adopted or amended without member approval, reinforcing democratic accountability and distinguishing Local authority from the National Council's ability to adopt policies at the national level.

Voted against – Sina Agah, Mélanie Hamel, Ian Leblanc

BE IT RESOLVED that By-Law 10, Section 11a) and b) and By-Law 12, Section 9, be amended as follows:

- a) ~~The Secretary Treasurer or the Treasurer of each Local, as the case may be, shall submit the~~ The audited Local Financial Statement ~~of each Local~~ must be submitted to the national office within 30 days following their Annual General Membership Meeting.
- b) ~~The Secretary Treasurer or the Secretary of each Local, as the case may be, shall submit~~ The minutes of the Annual General Membership Meeting ~~of each Local must be submitted~~ to the national office within 30 days following their Annual General Membership Meeting.

Immediately following election of Local Delegates to Convention, the Local ~~Secretary~~ shall submit to the National President the names of the Local's Accredited Delegates and Alternate Delegates on a Credential Form supplied by the national office of the Union.

This amendment removes the requirement that documents be sent specifically by the Secretary and clarifies that compliance is met once the documents are received by the National Office. This change provides administrative flexibility while ensuring that documentation is properly submitted and accessible, without assigning responsibility to a single role.

National Council Meeting (May 2026 – Victoria, BC)

GSU CONFERENCES
GSU BY-LAWS COMMITTEE
English

BE IT RESOLVED that By-Law 11, be deleted.

RATIONALE

This amendment removes By-Law 11 to ensure that the by-laws focus on governance principles rather than operational commitments. While the GSU remains committed to holding conferences that are approved through Convention Resolutions of Records and properly budgeted, prescribing specific conferences in the by-laws unnecessarily constrains operational flexibility.

Retaining these provisions in the by-laws could also limit the organization's ability to respond to unforeseen circumstances, such as labour disruptions, public health emergencies, or other exceptional events, that may prevent conferences from being held as planned. Removing this section preserves the GSU's ability to adapt while maintaining accountability through established resolution- and budget-approval processes.

Recorded Vote # 22 Motion carried

GSU CONVENTION – LOGISTIC
GSU BY-LAWS COMMITTEE
English

BE IT RESOLVED that By-Law 12, Section 5, be amended as follows:

BY-LAW 12 – TRIENNIAL NATIONAL CONVENTIONS

SECTION 5

The place and date of each Convention shall be ~~decided by the National Council with such decision~~ transmitted to the Locals not later than six months prior to the opening date of such Convention. The Convention shall be held at a date consistent with the provisions of the Constitution of the PSAC.

RATIONALE

This amendment clarifies that the date and location of Convention are determined by the body responsible for organizing Convention, based on factors such as budget, feasibility, and operational considerations. This approach reflects current practice and ensures the necessary flexibility to plan Convention effectively.

Recorded Vote # 23 – Motion carried

GSU CONVENTION – DELEGATES
GSU BY-LAWS COMMITTEE
English

BE IT RESOLVED that By-Law 12, Section 6, be amended as follows:

BY-LAW 12 – TRIENNIAL NATIONAL CONVENTIONS

SECTION 6

The President of each GSU Local will automatically represent their Local as a delegate at Convention. Locals may appoint members of their Executive as delegates where such authority is expressly provided for in the Local's by-laws. Any additional delegate seats shall be filled through election at a general membership meeting, at least four months prior to the opening date of the Convention, ~~each Local shall elect such other accredited delegates as it is entitled to send to the Convention of the Union.~~ Each Local shall be entitled to delegates, ~~as elected by the Local at a General Membership Meeting,~~ on the following basis:

- if the Local has up to 100 members – one delegate: the Local President
- if the Local has 101 up to 300 members – two delegates;
- if the Local has 301 to 500 members – three delegates;
- if the Local has more than 500 members – three delegates plus one additional delegate for every additional 100 members or major fraction thereof.

RATIONALE

This amendment clarifies that while Locals may appoint Executive members as Convention delegates, such authority must be explicitly set out in the Local's by-laws and therefore approved by the membership. This ensures that delegate selection practices remain transparent, democratically authorized, and consistent with Local governance structures, while preserving flexibility for Locals to determine their own processes.

Recorded Vote # 24 Motion carried

4 :45 pm – Adjourn day 1

Call to Order (May 27, 2026)

The meeting of the GSU National Council was called to order at 8:00 am, on Wednesday, May 27, with GSU National President Bruce Roy (“National President”) presiding as Chair, and the same participants were in attendance.

Opening Remarks

The Chair thanked Diane and GSU staff for organizing the previous evening's event and acknowledged the exceptional support provided by Diane since assuming her new responsibilities.

B-16-26	GSU CONVENTION – DELEGATES
ORIGINATOR:	GSU BY-LAWS COMMITTEE
LANGUAGE OF ORIGIN:	English

BE IT RESOLVED that By-Law 12, Section 6, be amended as follows:

BY-LAW 12 – TRIENNIAL NATIONAL CONVENTIONS

SECTION 6

The President of each GSU Local will automatically represent their Local as a delegate at Convention, at least four months prior to the opening date of the Convention, each Local shall elect such other accredited delegates as it is entitled to send to the Convention of the Union. Each Local shall be entitled to delegates, as elected by the Local at a General Membership Meeting, on the following basis:

- ~~if the Local has up to 100 members — one delegate: the Local President~~
- if the Local has ~~101~~ up to 300 members – two delegates;
- if the Local has 301 to 500 members – three delegates;
- if the Local has more than 500 members – three delegates plus one additional delegate for every additional 100 members or major fraction thereof.

RATIONALE

Convention is an important opportunity to engage members in the democratic life of the union. Under the current model, smaller Locals are disproportionately limited in their ability to participate due to reduced representation. This amendment ensures that all Locals are entitled to a minimum of two delegates to Convention, improving equity in representation and enhancing meaningful participation for smaller Locals while strengthening overall member engagement.

Recorded Vote # 25 Motion carried

B-17-26	GSU CONVENTION – DELEGATES FORMULA
ORIGINATOR:	GSU BY-LAWS COMMITTEE
LANGUAGE OF ORIGIN:	English

BE IT RESOLVED that By-Law 12, Section 7, be amended as follows:

BY-LAW 12 – TRIENNIAL NATIONAL CONVENTIONS

SECTION 7

Delegate entitlement for any regular or special convention shall be determined from the number of members for which this Union receives dues during the calendar year preceding the Convention, **calculated on the basis of the average number of dues-paying members for each local during that year.** ~~considering the month during which the number of dues-paying members was the highest for each local.~~

RATIONALE

Using an annual average is more appropriate, as it avoids distortions caused by short-term spikes in a single month and more accurately reflects membership levels over the course of the year.

Recorded Vote # 26 Motion carried

B-18-26 **GSU CONVENTION – HOSTING COMMITTEE**
ORIGINATOR: **GSU BY-LAWS COMMITTEE**
LANGUAGE OF ORIGIN: **English**

BE IT RESOLVED that By-Law 12, Section 17, be deleted.

RATIONALE

This amendment removes an outdated requirement and aligns the by-laws with current practice.

Recorded Vote # 27 Motion carried

B-19-26 **GSU FINANCE**
ORIGINATOR: **GSU BY-LAWS COMMITTEE**
LANGUAGE OF ORIGIN: **English**

BE IT RESOLVED that By-Law 14, Section 1, be amended as follows:

BY-LAW 14 – FINANCES **SECTION 1**

The financial records of this Union shall be audited once annually by a Firm of qualified and licensed public accountants approved by the National Council. ~~A copy of the financial statement shall be forwarded immediately thereafter to each Local and to the PSAC.~~

RATIONALE

This amendment aligns the by-laws with current practice, whereby financial statements are made available to Locals upon request rather than being automatically distributed. This approach ensures transparency while reducing the risk of sensitive financial information being taken out of context or circulated beyond the membership, where it could be misinterpreted or used in a manner not in the union's interests. Providing financial statements upon request strikes an appropriate balance between access, accountability, and responsible information management.

Recorded Vote # 28 Motion carried

DISCIPLINE
GSU BY-LAWS COMMITTEE
English

BE IT RESOLVED that By-Law 15, Section 3b), be deleted.

RATIONALE

As per PSAC Constitution, a Local does not have the authority to deny local membership. Only PSAC NBoD has that authority.

Recorded Vote # 29 Motion carried

B-21-26	GSU BY-LAWS AMENDMENTS ADOPTION
ORIGINATOR:	GSU BY-LAWS COMMITTEE
LANGUAGE OF ORIGIN:	English

BE IT RESOLVED that By-Law 17, Section 3, be amended as follows:

BY-LAW 17 – AMENDMENTS TO BY-LAWS

SECTION 3

Any amendment to these By-laws shall become operative immediately upon adoption, unless otherwise specified.

RATIONALE

This change allows for flexibility in implementation by permitting amendments to specify an effective date other than immediate adoption when necessary.

Recorded Vote # 30 Motion carried

B-22-26 PSAC CONSTITUTION
ORIGINATOR: GSU BY-LAWS COMMITTEE
LANGUAGE OF ORIGIN: English

BE IT RESOLVED that By-Law 18, Section 4, be amended as follows:

BY-LAW 18 – GENERAL SECTION 4

Nothing in these By-laws shall be construed to conflict with the Constitution of the PSAC. In such event, the PSAC Constitution shall prevail.

RATIONALE

This amendment clarifies the relationship between these By-laws and the PSAC Constitution by explicitly affirming the supremacy of the PSAC Constitution in the event of any conflict. This provides legal and governance clarity, ensures consistency with PSAC's constitutional framework, and avoids ambiguity in the interpretation or application of the By-laws.

Recorded Vote # 31 Motion carried

B-23-26
ORIGINATOR:
LANGUAGE OF ORIGIN:

REGULATION 10
GSU BY-LAWS COMMITTEE
English

BE IT RESOLVED that the current Regulation 10 be deleted and replaced by the following

REGULATION 10 – DISCIPLINE PROCEDURES

GENERAL

This regulation shall be known as the Discipline Procedures Regulation and is issued under the authority of GSU By-law 15. Allegations of misconduct arising at any level of the union shall be addressed in accordance with the PSAC Member Code of Conduct and the Anti-Harassment Policy for Union Events when such misconduct occurs during a GSU event, including but not limited to conferences, training sessions, or meetings. Allegations of misconduct occurring outside a GSU event shall be addressed pursuant to Regulation 19 of the PSAC Constitution.

Section 1 – Allegations of Misconduct at GSU Events

a) General:

- i. Allegations of misconduct at a GSU event will be dealt with in accordance with the PSAC Member Code of Conduct and Anti-Harassment Policy for Union Events.
- ii. The host or organizer of the event is deemed to be the person responsible for ensuring that the PSAC policy is implemented and applied. They are referred to in this Regulation as the “**Presiding Officer**”.
- iii. A “**Anti-Harassment Coordinator**” will be assigned for all Union Events. The Anti-Harassment Coordinator (supported by their team, if applicable) is responsible for receiving and addressing complaints. A complaint regarding a violation of this Policy should generally be made in writing, unless it is not possible, in which case the complaint may be raised verbally, and the Anti-harassment Coordinator will make a written note of it.
- iv. If possible and appropriate, given the nature of the circumstances, the complainant may attempt to deal directly with the member violating the Code by asking them to stop such behaviour.
- v. If the complainant can't raise their concern with the other member directly, or if it does not resolve the problem, they may bring forward a complaint.

b) Procedures in the event of a complaint:

- i. Complaints at Union Events shall be brought to the attention of the designated Anti-Harassment Coordinator.
- ii. Once a complaint is received, the Anti-Harassment Coordinator will work to seek a resolution.
- iii. If this fails to resolve the matter, the Anti-Harassment Coordinator shall report the matter to the Presiding Officer. The Presiding Officer shall:

- (a) Where appropriate, and if the Presiding officer feels that further efforts to resolve the situation could be helpful, the Presiding Officer may attempt to resolve the situation through informal conflict resolution.
 - (b) If such further efforts are not appropriate or fail to resolve the matter, the Presiding Officer shall determine whether any immediate corrective action is required, such as removing the member from the event. The Presiding Officer has the authority to expel members from the event for serious or persistent offences.
 - iv. Either the Anti-Harassment Coordinator or Presiding Officer shall prepare a report on the matter. The Presiding Officer shall maintain a record of the report on the matter.
 - v. The National President shall determine if further remedial action is appropriate. Where it is, the National President may refer the matter to the Regulation 19 disciplinary process, including determining whether any disciplinary action should be taken to restrict the member's participation in future events.
- c) **Additional Recourse:**
 If the complainant believes that the issue that arose at the Union Event was not satisfactorily resolved through the process outlined in this Regulation, the complainant may make a complaint under PSAC Regulation 19, by submitting a complaint to the Presiding Officer. The Presiding Officer will act as the "Receiving Officer" of the complaint for the PSAC Regulation 19 process.

Section 2 – Allegations of Misconduct outside of GSU Events

a) General:

- i. Allegations of violations and offences under the GSU By-Laws and PSAC Constitution, outside of a GSU Event will be dealt with in accordance with Regulation 19 of the PSAC Constitution;
- ii. Wherever possible and appropriate, informal resolution or forms of alternative dispute resolution will be encouraged as an effective means of resolving conflict and/or complaints;
- iii. Where a formal Complaint has been filed and it is resolved by way of mediation or other form of alternative dispute resolution, the appropriate Receiving Officer will be notified in writing that the matter has been resolved and the Complaint will be closed. The Receiving Officer will ensure to keep a record of the fact that the Complaint has been resolved and closed.

b) Filing a Complaint

- i. The Complaint must be submitted to the appropriate Receiving Officer:
 - (a) At the Local level, the appropriate receiving body is the Local President. A complaint at the Local level may also be submitted to the Regional Vice-president or the National President, if there is an appropriate reason to do so.
 - (b) At the national level, the appropriate receiving body is the National President.
 - (c) Allegations against the National President shall be submitted to the 1st National Vice-President.
- ii. The Complaint must be made in writing and must include:

- (a) Specific details of the complaint, including the nature of the alleged offence(s); the members involved; and the date(s) and circumstances under which the alleged offence(s) took place; and
 - (b) The specific provision(s) of the PSAC Constitution or GSU By-Laws, that are alleged to have been violated.
 - iii. The Receiving Officer will conduct a preliminary assessment of the complaint within thirty (30) days of receipt. The purpose of a preliminary assessment is to determine whether an investigation into the complaint should be conducted.
 - iv. Within thirty (30) days of receipt of the complaint, the Receiving Officer will inform the Complainant(s), in writing, as to whether their complaint has been rejected or whether their complaint will proceed to the investigation stage. If the complaint will proceed to an investigation, the Receiving Officer must also notify the Respondent of the complaint at this time and provide the Respondent with a copy of the complaint.
 - v. Where a complaint is rejected following the preliminary assessment, the Complainant cannot submit new complaints pertaining to substantially the same matter.
- c) Deadline for filing a complaint:
- i. In the case of discipline resulting from a strike, allegations must be filed within one year of the end of the strike.
 - ii. In the case of discipline relating to any other kind of misconduct, allegations must be filed within 90 calendar days of the incident.
- d) Establishment of the Investigation Committee and Investigation Process:
- i. The establishment of an Investigation Committee as well as the Investigation process itself will follow the procedures laid out in PSAC Regulation 19.
- e) Report of the Investigation Committee
- i. The final report of the Investigation Committee will consist of two parts:
 - (a) Part 1: Summary of Complaint, Evidence and Findings
 - (b) Part 2: Recommendations, if any.
 - ii. The Investigation Committee will also prepare a brief Executive Summary of their report. The executive summary will consist of three parts:
 - (a) A list of the main allegations;
 - (b) The Committee's findings in relation to each allegation;
 - (c) The Recommendation, if any.
 - iii. The Committee will provide their final report and executive report to the receiving body.
 - iv. The Receiving Body will provide the Executive Summary to the Complainant and Respondent.
- f) Submission of Report to Validating Body
- i. The Validating Body will be GSU National Council;
 - ii. The Validating Body will vote on whether to receive the Final report. The

only rational for not receiving the report is if it does not contain the content required at sub-section e) i., in which case it will send it back to the Investigation Committee.

- iii. If the Report contains recommendations, the Validating Body will vote to decide whether to accept the Recommendations. Each recommendation must be accepted by a 2/3 a majority.
- iv. If a recommendation of membership suspension is approved, the matter will be transferred to PSAC. Only PSAC NBoD has the authority to suspend membership.

g) **Appeal Process**

- i. Respondents may appeal an outcome that results in the imposition of one or more of the following forms of discipline: removal from office, suspension of membership, expulsion from membership.
- ii. The appeal process will follow the procedures laid out in Regulation 19.

Section 3 – Confidentiality

- a) Confidentiality must be maintained at any step of either process;
- b) If it is determined that a party or witness has breached confidentiality during the investigation and disciplinary process, they may be subject to discipline.

Recorded Vote # 32 Motion carried.

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

Recorded Vote #33. Motion carried.

All proposed amendments to By-laws will be submitted to the By-Law Convention Committee for review and recommendation to Convention.

8. GSU Local Development Committee

a) **Report**

m/s **Steve Colterman / Sheldon Jacobs**

That the Local Development Committee Report be adopted as presented.

Recorded Vote # 36. Motion Carried. (Appendix 'F')

b) **Policy 21 – Amendment**

m/s **Steve Colterman / Sheldon Jacobs**

LD-1-26

**DISTANT MEMBER ENGAGEMENT SUBSIDY
MODIFICATION**

ORIGINATOR:

LOCAL DEVELOPMENT COMMITTEE

LANGUAGE OF ORIGIN:

English

WHEREAS GSU recognizes the benefit of meeting and engaging members face to face;

WHEREAS GSU recognizes the challenge for smaller locals to meet and engage members located in remote workplaces;

WHEREAS GSU passed a resolution to support these locals with a \$500 per year subsidy to cover some of the costs involved in engaging these members;

WHEREAS the local development committee met with all local presidents and found that \$500 was insufficient to cover many of the costs involved in conducting these visits;

BE IT RESOLVED THAT Policy 21 Distant Member Engagement Subsidy Section 1 be modified to \$1500 per cycle instead of \$500 per year.

Rationale:

Local presidents reported that although appreciated, \$500 is insufficient to financially support these engagement events and cover expenses such as travel by road, train, bus and, in some cases, air. They must also cover salary for the day(s) and in some cases lodging.

Recorded Vote # 34 Motion carried.

The proposed budget for 2027-2029 also reflects this

c) Local Dues Increase Recommendation
m/s Steve Colterman / Sheldon Jacobs

LD-2-26

ORIGINATOR:

LANGUAGE OF ORIGIN:

LOCAL DUES INCREASE RECOMMENDATION

LOCAL DEVELOPMENT COMMITTEE

English

WHEREAS GSU recognizes governments of all levels are targeting budget efficiencies at the expense of workers' rights and benefits;

WHEREAS GSU acknowledges that rights won by labour will not be maintained without wide union participation and protests against anti worker initiatives;

WHEREAS GSU recognizes the benefits of training for volunteers, networking and activism;

WHEREAS the cost for participation in these events is at the local's expense;

WHEREAS many locals' dues are too low to support local participation;

WHEREAS GSU recognizes the challenges for locals to promote the benefits of a sustainable dues amount.

BE IT RESOLVED THAT GSU encourage locals to increase local dues amounts to at least \$5.00 per member per month;

BE IT FURTHER RESOLVED THAT GSU mandate the Education committee to develop a package in collaboration with National Council to support local presidents in promoting the benefits of a sustainable dues rate.

Recorded Vote # 35 Motion carried.

This motion will be forwarded to the General resolutions Committee for recommendation for Convention.

9. GSU Human Rights Committee

a) Report m/s William Tait / Sarah Bolger

The committee reported that:

- Following a motion adopted by council on September 10, 2025, two women and two racialized members had been selected to attend the CLC Summer School in Hamilton for development training fully funded by GSU
- Continued efforts are needed to encourage participation by equity-seeking groups.

That the Human Rights Committee Report be adopted as presented.

Recorded Vote # 37 Motion carried.

(Appendix 'G')

b) Domestic Violence Initiative

An update was provided on the work of the ad hoc women's group to develop a domestic violence awareness initiative.

Highlights included:

- Creation of posters for workplace washrooms, including women's, men's, and gender-neutral facilities.
- Adaptations for Quebec-specific support systems.
- Commitment to educating local leadership and incorporating domestic violence awareness into regional training.
- Recognition of the work undertaken by committee members and volunteers.

- c) **HR-1-26** **SHELTERS SAFE.CA DONATION**
 ORIGINATOR: **HUMAN RIGHTS COMMITTEE**
 LANGUAGE OF ORIGIN: **English**

WHEREAS domestic violence disproportionately affects vulnerable individuals, including women, gender-diverse people and marginalized communities;

WHEREAS members of the Government Services Union (GSU) and their families may be directly or indirectly impacted by domestic violence;

WHEREAS ShelterSafe.ca provides a confidential and accessible platform to connect individuals with shelters and support services across Canada;

BE IT RESOLVED THAT the Government Services Union (GSU) donate \$10,000 to ShelterSafe.ca to support access to critical resources for those experiencing domestic violence.

Recorded Vote # 38 Motion carried.

Finance cttee

e) Day of rest recommendation

The Finance Committee is called back to the floor to present their proposed recommendation

Following previous discussions, the Finance Committee recommended expanding the definition of a "day of rest" to include regularly scheduled days off.

- Members claiming a day of rest on scheduled days off will provide copies of their work schedules.
- Effective date: **July 1, 2026**.
- Wording was amended during debate to clarify "scheduled" days off.
- Recommendation adopted.

10. GSU Union Recognition Committee

a) Report

m/s Anthony Drozdowski / Ian Leblanc

(Appendix 'H')

The committee presented amendments to Regulation 7 intended to clarify procedures and provide greater flexibility in processing applications.

URC-1-26

ORIGINATOR:

LANGUAGE OF ORIGIN:

MODIFICATION TO REGULATION 7

UNION RECOGNITION COMMITTEE

English

BE IT RESOLVED THAT Regulation 7, Section 1a), 2g), 2h), 3b), 4f), 4g), 5c) and 5d) be amended as follows:

REGULATION 7 – LIFE MEMBERSHIPS, HONOURARY MEMBERSHIPS AND AWARDS OF MERIT

SECTION 1 – GSU LIFE MEMBERSHIPS: CRITERIA

- b) A Nomination for Life Membership must be submitted to the GSU National Council by June 1st by either the Local Executive of the nominee's Local or by a member of the GSU National Council, **provided that the nominee is a member in good standing.**

SECTION 2 – GSU LIFE MEMBERSHIPS: RIGHTS, PRIVILEGES AND OBLIGATIONS

- h) The Life member will receive a gift card of their choice (maximum of \$750). **Photos may be taken of the recipient with their consent; such photos become the property of the National Office and may be used at its discretion.** ~~If Photos are taken of the recipient with their permission, nominees, they become the property of the National Office for use at its discretion.~~

SECTION 3 – GSU LIFE MEMBERSHIPS: PROCESS

- d) A nomination for a GSU Life Membership must be submitted to the GSU National Office ~~no later than June 1st of each year.~~ It will then be presented at a properly convened meeting of the GSU National Council and will require a two-thirds majority vote to be approved, and voting will be done by secret ballot.

SECTION 4 – GSU HONOURARY MEMBERSHIPS

- f) Honourary members will receive a plaque. The award shall be presented at a Local or National event by a Union Official. **Photos may be taken of the recipient with their consent; such photos become the property of the National Office and may be used at its discretion.** ~~If Photos are taken of the recipient with their permission, nominees, they become the property of the National Office for use at its discretion.~~

SECTION 5 – AWARDS OF MERIT

- e) The recipients will receive a plaque. The award shall be presented at a Local or National event by a Union Official. **Photos may be taken of the recipient with their consent; such photos become the property of the National Office and may be used at its discretion.** ~~If Photos are taken of the recipient with~~

~~their permission, nominees, they become the property of the National Office for use at its discretion.~~

**Motion to refer back to the committee
m/s Chantal Umphrey / Kuldeep Deol**

A motion to refer the matter back to committee with instructions to review changing the submission deadline to December 31.

Recorded Vote # 39 Motion defeated

The original amendments were then considered and approved.

Recorded Vote # 40 Motion carried.

Policy 8 – Policy 8 – amendment

The policy had previously been adopted at National Council but not amended.

URC-2-26

MODIFICATION TO POLICY 8

ORIGINATOR:

UNION RECOGNITION COMMITTEE

LANGUAGE OF ORIGIN:

English

BE IT RESOLVED THAT Policy 8, Section 2 and 3 be amended as follows:

**POLICY 8 – GSU ANNUAL BURSARIES
SECTION 2 – CRITERIA**

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

SECTION 3 - EXCEPTIONS

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

If no members apply for the Bob Haywood Memorial Bursary each year, the Union Recognition Committee can award the bursary to a member's dependent who applied for, but did not receive, the A.F. Wood Bursary, the Jim Williams Bursary or the Bonnie Robichaud Bursary that year.

Note: the addition under Section 3 was adopted by the National Council in 2021, but Policy 8 language was never amended.

Recorded Vote # 41 – Motion carried

That the Union Recognition Committee Report be adopted as presented.

Recorded Vote # 42. Motion Carried.

10. d) Anthony Drozdowski, chair of the Union Recognition committee goes over the new evaluation grid that will be used for Life Membership and Bursary applications. This is for information purposes only as it is within the committee's way of doing business.

11. GSU Education Committee

a) Report

m/s Steve Colterman / Jason Lapointe

(Appendix 'I')

The Education Committee report was presented. Appreciation was extended to committee members for their work and commitment. No additional items were raised.

That the Education Committee report be adopted as presented

Recorded Vote # 43 Motion carried

12. GSU Young Workers' Committee

m/s Sarah Bolger / Troy MacDonnell

(Appendix 'J')

The Young Workers Committee advised that it had met the previous week and discussed initiatives aimed at increasing engagement. Plans were announced for a social event to be held during the upcoming convention, with assistance from staff.

That the Young Workers' Committee report be adopted as presented

Recorded Vote # 44 Motion carried

13. Dominique Barrette, GSU Director, Communications, Political Action & Administration gave an update on GSU Committees Meeting happening in July and GSU Convention in September.

a) Convention Committee Meetings

National Council was advised that Convention Committee meetings would be held in Ottawa on July 7–8. Members were encouraged to finalize travel arrangements promptly due to increasing costs and limited availability.

b) Convention Committee Guidelines

National Council members were briefly presented the Convention Committee guidelines

c) GSU Convention Program Overview (Preliminary)

GSU Convention is the week of September 25. We will have guest speakers and events. We are planning a meet and greet on the Monday evening and a reception dinner on the Wednesday. We are also welcoming special guest speakers during this week.

d) Rules of Order and Tiling the door procedure

National Council is advised that this is included in the package received and to ensure to familiarize themselves with the procedure.

e) Update on delegation and resolutions

GSU now has 113 delegates, this is the largest number we have had so far. Resolutions from locals are to be revised by the Convention Committees in July.

14. Round Table Discussion

Members exchanged comments recognizing the positive and collaborative work of National Council. Appreciation was expressed for the opportunity to learn from one another, engage in debate, and work collectively on behalf of members.

National Council meeting Adjourned at 12:00
m/s Martine Babcock & Melanie Hamel
Motion carried

Wednesday May 27, 2026

In-camera session

An in-camera session started at 1 p.m. Following National Council discussion, the following motion was put forward

WHEREAS National Council has the authority to remove from office any member for contravening any provision of the GSU By-Laws under By-Law 15, Section 1.

WHEREAS, by his actions, Steve Colterman, breached his Oath of Office and committed an offence under By-Law 15, section 5(n)

BE IT RESOLVED that Steve Colterman be removed from office for the remainder of his term.

M/S Anthony Drozdowski/Sarah Bolger

Motion carried.

Note: The vote was done by a secret ballot following a motion to that effect.

Appendix ‘A’ AGENDA & RECORDED VOTES

GSU NATIONAL COUNCIL MEETING Tuesday, May 26 to Thursday, May 28, 2026

Spirit Boardroom – Inn at Laurel Point, Victoria, BC

1. Call to Order
2. Adoption of Agenda
3. Hours of Session

Tuesday, May 26, 2026	8:45 a.m. – 12:15 p.m. (National Council Workshop) 1:15 p.m. – 4:45 p.m. (Regular Business)
Wednesday, May 27, 2026	8 a.m. – 12 p.m. (Regular Business) 1:00 p.m. – 4:00 p.m. (In Camera)
Thursday, May 28, 2026	9 a.m. – 12 p.m. (Regular Business) 1:00 p.m. – 2:30 p.m. (Esquimalt Graving Dock Guided Tour)
4. Approval of Minutes:
 - a) December 9, 2025, Virtual National Council meeting
 - b) May 6, 2026, In-Camera Virtual National Council meeting
 - c) May 7, 2026, In-Camera Virtual National Council meeting
5. Reports of Elected Officers:
 - a) National President
 - b) National Vice-Presidents
 - c) Regional Vice-Presidents
6. GSU Finance Committee:
 - a) Report
 - b) 2025 Financial Statements
 - c) Approval of 2026 auditors
 - d) Proposed 2027-2029 Cycle Budget
 - e) Compressed Day Off
 - f) GSU Investment Strategy (for information only)
7. GSU By-Laws Committee:
 - a) Report
 - b) Proposed 2026 By-Laws amendments

- c) Regulation 10 amendment
- 8. GSU Local Development Committee:
 - a) Report
 - b) Policy 21 amendment
 - c) Local Support to Increase Dues
- 9. GSU Human Rights:
 - a) Report
 - b) Domestic Violence Initiative
 - c) Donation to Shelter Safe
- 10. GSU Union Recognition Committee:
 - a) Report
 - b) Regulation 7 amendments
 - c) Policy 11 amendments
 - d) Life Member Evaluation Grid (for information only)
- 11. GSU Education Committee:
 - a) Report
- 12. GSU Young Workers' Committee
 - a) Report
- 13. Convention
 - a) GSU Convention Committee meeting
 - b) GSU Convention Committee Guidelines
 - c) GSU Convention Program Overview (preliminary)
 - d) Rules of Order and tiling the door procedure
 - e) Update on delegation and resolutions
- 14. Round Table
- 15. Adjournment

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	Minutes Dec 9 2025	Minutes May 6 2026	Minutes May 7 2026	NP Report	NVPs Reports	RVPs Reports	Financial Statements	Auditors	Budget	Finance report	B-2-26	B-3-26	B-4-26	B-5-26	B-6-26	B-7-26	B-8-26	B-9-26	B-10-26
Vote Number / Numéro de vote	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Babcook, Martine, NVP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Colterman, Steve, NVP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Tait, William NVP, Equity	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Agah, Sina	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	2	1
Bolger, Sarah	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
Deol, Kuldeep	1	1	1	1	1	1	1	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	1	1	1	1	1	1	1
Hamel, Mélanie	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1
Jacobs, Sheldon	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1
Jusuf, Azra	1	1	1	1	1	1	1	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	1	1	1	1	1	1	1
LeBlanc, Ian	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	2	1
MacDonnell, Troy	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Paquette, Paul	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Sirois, Suzanne	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Stein, Reni	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Umphrey, Chantal	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Roy, Bruce	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	B-11-26	B-12-26	B-13-26	B-14-26	B-15-26	B-16-26	B-17-26	B-18-26	B-19-26	B-20-26	B-21-26	B-22-26	B-23-26	BL Report	LD-1-26	LD-2-26	LD Report	HR Report	HR-1-26
Vote Number / Numéro de vote	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
Babcook, Martine, NVP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Colterman, Steve, NVP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Tait, William NVP, Equity	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Agah, Sina	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Bolger, Sarah	1	1	1	1	1	1	1	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	1	1	1	1	1	1	1
Drozdowski, Anthony	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Hamel, Mélanie	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Jacobs, Sheldon	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Jusuf, Azra	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Lapointe, Jason	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
LeBlanc, Ian	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
MacDonnell, Troy	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Paquette, Paul	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Sirois, Suzanne	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Stein, Reni	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Umphey, Chantal	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Roy, Bruce	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	Motion to refer URC-1-26	URC-1-26 as presented	URC-2-26	URC Report	Education Report	YW Report													
Vote Number / Numéro de vote	39	40	41	42	43	44													
Babcook, Martine, NVP	2	1	1	1	1	1													
Colterman, Steve, NVP	2	1	1	1	1	1													
Tait, William NVP, Equity	2	1	1	1	1	1													
Agah, Sina	2	1	1	1	1	1													
Bolger, Sarah	2	1	1	1	1	1													
Deol, Kuldeep	1	2	1	1	1	1													
Drozdowski, Anthony	2	1	1	1	1	1													
Hamel, Mélanie	2	1	1	1	1	1													
Jacobs, Sheldon	2	1	1	1	1	1													
Jusuf, Azra	2	1	1	1	1	1													
Lapointe, Jason	2	1	1	1	1	1													
LeBlanc, Ian	2	1	1	1	1	1													
MacDonnell, Troy	2	1	1	1	1	1													
Paquette, Paul	2	1	1	1	1	1													
Sirois, Suzanne	2	1	4	4	4	4													
Stein, Reni	2	1	1	1	1	1													
Umphrey, Chantal	1	2	1	1	1	1													
Roy, Bruce	2	1	1	1	1	1													

Appendix 'B'

Report of the National President, Bruce Roy Presented to GSU National Council May 2026

My friends,

This report provides an overview of our union's activities and priorities over the recent period. 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

Over the past months, the National Office has continued to adapt and strengthen its internal capacity. On March 30, we welcomed Azra Jusuf as Junior Union Representative, adding valuable support to our national operations. I would also like to recognize Diane Turcotte, who has stepped in as Executive Assistant to the National President. Her support has ensured continuity and stability during this transition. Looking ahead, a key priority for the National Office is to grow and strengthen the GSU's communications function. Too often, important work and achievements are not communicated broadly or on time. Improving our communications capacity will allow us to better highlight member issues, union wins, and ongoing advocacy efforts, while ensuring members remain informed and engaged.

Membership and Engagement

We ended the 2025 calendar year with a total membership of 12,664. As of the end of March, membership stands at 12,538. To date, the broader impacts of Workforce Adjustment (WFA) are not yet being significantly felt within our membership.

In several areas, particularly within the pension sector, the employer continues to hire new employees. This hiring activity is occurring alongside voluntary departures and Early Retirement Incentive (ERI) programs, helping to mitigate immediate membership losses. We continue to closely monitor these trends and their potential long-term impacts on the union.

After several years of discussion, we have reached an interim agreement with UNE. While members of the Translation Bureau will, for the time being, remain under the jurisdiction of UNE, the agreement provides that new PSAC members working at PSPC will be automatically allocated to GSU. In turn, when GSU encounters Translation Bureau employees, they will be transferred to UNE. Given that GSU represents approximately 97% of all PSAC members at PSPC, this interim solution is both practical and reasonable. This represents a significant win for GSU. It eliminates the unallocated members list and allows us to process e-cards and convert RAND members to MIGS, as is currently done for SSC and the Royal Canadian Mint.

Consultation and Employer Relations

Public Services and Procurement Canada (PSPC)

Consultations with PSPC have remained active and wide-ranging. Over the reporting period, I have met with the department on key issues including the use of Artificial Intelligence, the Real Property Services (RPS) transformation, Return to Office (RTO), and Workforce Adjustment (WFA).

With respect to RTO, there continues to be a lack of clarity from the employer on how implementation will unfold. We have raised concerns regarding consistency, transparency, and the impact on members, and will continue to press the department for clear direction and meaningful consultation.

Shared Services Canada (SSC)

At SSC, consultations have mirrored many of the same challenges. Discussions have included AI, organizational transformation, RTO, and workforce planning. As with PSPC, there remains significant uncertainty around how RTO will be operationalized, and we continue to advocate for clear communication and respect for existing agreements.

Royal Canadian Mint (RCM)

At the Royal Canadian Mint, locals continue to engage in regular consultations with the employer. In addition, the bargaining process has formally begun. The union remains committed to supporting local bargaining teams and ensuring members' priorities are effectively represented at the table.

Artificial Intelligence (AI)

Across departments, Artificial Intelligence continues to be a key focus of our consultation efforts. The union is closely monitoring how AI is being introduced and used, particularly in operational areas such as pay administration. We have been actively asking questions about where and how AI tools are being deployed, what safeguards are in place, and how potential impacts on members' work, accuracy, accountability, and job security are being assessed.

We will continue to raise concerns, seek transparency, and insist on meaningful consultation to ensure that any use of AI respects collective agreements, protects members, and does not replace human oversight in critical functions.

Workforce Adjustment (WFA)

In anticipation of the rollout of the Workforce Adjustment process, the union struck a WFA committee in the fall, ahead of any formal implementation. Since December, we have held several information sessions with elected officers to ensure they are well-informed on the different steps of the WFA process.

These sessions were designed to ensure local and regional leadership are prepared to answer members' questions, provide accurate information, and support members effectively should WFA measures be implemented. The union will continue to monitor developments closely and remain engaged with the employer to protect members' rights throughout the process.

GSU Events

The year **2026 is a Convention year** for the GSU. Preparations are underway to ensure a successful Convention that allows for meaningful debate, democratic decision-making, and strong member participation. Convention planning will remain a major focus in the coming months.

Looking Ahead

As we move forward, the union will continue to prioritize strong consultation, clear communication, and active engagement with members and employers alike. I thank all members, activists, and local leaders for their continued dedication, solidarity, and trust. It is an honour to represent you.

Respectfully submitted,
Bruce Roy
National President
Government Services Union

Activity Report

Dates: December 10, 2025 to April 30, 2026

December 2025

Dec. 10	PSPC	National Health and Safety Policy Committee (NHSPC)
Dec. 11	PSAC	Special NBoD Meeting
Dec. 11	PSPC	Labour Management Consultation Committee (LMCC)
Dec. 15	PSPC	Technical Sub-Committee of the Executive Level Union Management Consultation
Dec. 16	GSU	Discussion with Ana DeSousa
Dec. 16	PSAC	WFA Sessions (French & English)
Dec. 16	GSU	WFA GSU Internal Committee meeting
Dec. 17	SSC	Joint Preparatory Discussion WFA
Dec. 17	SSC	Quarterly meeting with Scott Jones

**Activity Report
January to April 2026**

Date	Organization	Meetings
Jan 6	PSPC	Touch base with Kiran Haspal
Jan 9	PSPC	Touch base with unions
Jan 12	PSPC	WFA Update
Jan 12	PSPC	PSPC & Unions meeting
Jan 12	PSPC	Unions WFA
Jan 13	PSPC	Meet n Greet LMCC Co-Chairs
Jan 13	PSPC	Touch base ADM's & Unions
Jan 19	GSU	Dinner with REVP Mills
Jan 20	PSPC	HR & Pay UMCC
Jan 21	PSPC	PSPC & Unions Joint WFA
Jan 21	GSU	In Person Meeting with the NVP's
Jan 22	GSU	Junior National Union Rep Interviews
Jan 22	GSU	Bargaining team dinner
Jan 23	PSPC	DSB LMCC on WFA
Jan 26	PSAC	Reference Committee on Telework
Jan 27	PSPC	Joint Committee on Employment Equity and Diversity Meeting
Jan 27	GSU	Annual General Meeting (AGM) Local 70020
Jan 28	GSU	By-Laws Committee in person Meeting
Jan 29	PSAC	NBoD Meeting (National Board of Directors)
Jan 29	PSAC	Meeting with Sharon DeSousa
Feb 2	GSU	URC discussion with Anthony
Feb 3	PSPC	NHSPC
Feb 4	GSU	Annual General Meeting (AGM) Local 30401
Feb 5	GSU	Annual General Meeting (AGM) Local 30001
Feb 6	GSU	Annual General Meeting (AGM) Local 40007
Feb 6	PSAC	NBoD Meeting (National Branch of Directors)
Feb 9	GSU	Phoenix Rally Meeting
Feb 10	PSAC	Pre-Brief: NHSCP - National Health and Safety Policy Committee
Feb 10	PSPC	WFA Info Sessions – French & English
Feb 10	GSU	Annual General Meeting (AGM) Local 90031
Feb 10	PSAC	WFA - Working group
Feb 11	GSU	WFA – GSU Cttee
Feb 11	GSU	RTO – Update
Feb 11	PSPC	National Health and Safety Policy Committee-NHSPC
Feb 11	PSPC	Ad-Hoc WFA
Feb 12	GSU	Annual General Meeting (AGM) Local 60018
Feb 12	GSU	Annual General Meeting (AGM) Local 70013

Feb 16	PSPC	Labour Management Consultation Committee (LMCC) Co-Chairs meeting
Feb 16	PSPC	WFA - Working group
Feb 16	SSC	Touchbase – Unions and Ombuds Office
Feb 16 & 17	GSU	Policy & Governance Training
Feb 19	GSU	Touch base with Sarah B
Feb 19	SSC	NLMCC – National Labour Management Consultation Committee
Feb 19	GSU	Annual General Meeting (AGM) Local 20001
Feb 20	GSU	Touch base with Kiran Haspal (ADM)
Feb 23	GSU	Meeting with Marc M
Feb 24	GSU	Annual General Meeting (AGM) Local 70055
Feb 25	GSU	Annual General Meeting (AGM) Local 10161
Feb 25	PSPC	CSLMCC – Corporate Services Labour Management Consultation Committee
Feb 26	GSU	Phoenix Rally – Miramichi
Mar 2	GSU	Annual General Meeting (AGM) Local 60009
Mar 3 – 6	PSAC	NBoD – National Board of Directors
Mar 9	PSPC	WFA Committee Meeting
Mar 9	GSU	Conference Call with Azra J
Mar 9	GSU	Conference Call with Kuldeep D
Mar 9	PSPC	LMCC – Labour Management Consultation Committee Meeting
Mar 11	PSPC	WFA Working Group
Mar 11	SSC	HRUMCC Pre-Brief
Mar 13	SSC	Learning & Development AS Community Meeting
Mar 16	GSU	Annual General Meeting (AGM) Local 90011
Mar 17	SSC	Quarterly Meeting with Scott Jones
Mar 17	GSU	Conference Call with Ranak S
Mar 17	GSU	Conference Call with Jason B
Mar 18	PSPC	WFA Meeting with Unions
Mar 19	SSC	Pre-Brief – SSC Consultation
Mar 23	SSC	Joint WFA Meeting
Mar 23	PSPC	Technical Sub-Cttee Executive UMCC
Mar 24	SSC	HRUMCC Debrief
Mar 25	SSC	OCSB Way Forward – Touchpoint with Jaquie Manchevsky
Mar 25	PSPC	Ad Hoc Consultation - RTO
Mar 30	PSAC	Bargaining Update Local 70013
Mar 31	GSU	Annual General Meeting (AGM) Local 70017
Apr 1	GSU	Annual General Meeting (AGM) Local 60011
Apr 2	PSAC	NBoD Sub-Cttee Meeting
Apr 2	GSU	Annual General Meeting (AGM) Local 70019

Apr 7	PSAC	Jurisdictional Dispute Re; Translation Bureau Employees at PSPC
Apr 7	GSU	Local 70013 Executive Meeting
Apr 8	PSPC	WFA Working Group
Apr 9	PSPC	RPS Transformation & PSPC Plan
Apr 14	GSU	Annual General Meeting (AGM) Local 70013
Apr 14	PSAC	Touchbase with Unions RTO at PSPC
Apr 15	GSU	Meeting with Local 20008 Exec GSU 101
Apr 20	SSC	Joint WFA Cttee Meeting
Apr 20	PSPC	Human Resource Branch Union Meeting with PSAC
Apr 21	PSAC	Treasury Board Mobilization Meeting
Apr 21	SSC	Inter-Branch UMCC Consultation
Apr 23	GSU	All Staff AI Literacy training session
Apr 24	PSAC	Executive level Phoenix Union Management Consultation Cttee
Apr 27	PSPC	National Health and Safety Meeting
Apr 28	PSPC	HR Discussions
Apr 28	PSPC	Touchbase with Unions
Apr 29	PSAC	Special NBoD Meeting
Apr 30	PSPC	WFA Meeting

Appendix 'B'

Report of National Vice-President, Martine Babcook

Presented to National Council

May 2026

Update on WFA

Both SSC and PSPC have established WFA committees and the GSU WFA Committee is attending the by-weekly meetings with PSPC. The committee also has by-weekly meetings with David Girard.

Mid-January of this year affected letters went out to 730 PSPC members and 530 SSC members at the time of this report the numbers have changed due to alternation and other employment opportunities within the departments or other departments. PSAC WFA working group continues to meet and PSAC continues to update their website on WFA with really good information it is a good idea to refer your members to this site.

Consultation

The Ombudsman for PSPC and SSC have continued with bargaining agents, the top concerns from the membership have been WFA, return to work and accommodations. SSC consultation on WFA, Health & Safety, HRUMCC and IBUMCC are continuing with the AI being a standing item on the IBUMCC.

PSPC consultation on WFA, Health & Safety and National Consultation have continued with similar issues as SSC.

February 26, 2026 marked the 10-year anniversary of the Phoenix pay system and I had the opportunity to speak at the PSAC Rally in Miramichi along with Will and Steve followed by a meet and greet with GSU Atlantic members.

Finance Committee

The GSU Finance Committee met in December of 2025 and worked on the budget for 2027, 2028, & 2029. I look forward to presenting it to you at National Council. The committee has worked hard on this budget, and we continue to present a no dues increase budget.

GSU Women's Group

Mélanie and I along with GSU have been working on a poster similar to ones found in bathrooms in airports but focused on domestic violence. We can speak more to this at National Council.

Respectfully submitted,
Martine Babcook
National Vice-President

Appendix 'B'

Report of the National Vice-President, Steve Colterman

**Presented to National Council
May 2026**

Time sure has flown by. It seems like only months ago I got elected as an NVP and now we're getting ready for Triennial Convention coming in September. 2026 has been a very tumultuous time so far for GSU and all workers. We are well into Treasury Board (TB) Workforce adjustment (WFA) process, our locals continue to demonstrate great leadership in supporting our members during these challenging times. At the same time, you field member calls about the senselessness of the RTO announcements and somehow you must still do your own jobs with an increasingly obstinate employer. You are a credit to this union. On a bit positive note, I am glad to hear our Royal Canadian Mint workers are on a fairly solid path with a strong amount of work to sustain operations for the foreseeable future. Keep up the great work all. Below is summary of some of my activities since my last report.

Events supporting workers

FTQ protest Nov 29, 2025

I had the great honor to join other PSAC members and active concerned Quebec workers in Montreal as the "Fédération des travailleuses et travailleurs du Québec (FTQ)" took action against the unfair anti worker measures being contemplated by Quebec's CAQ government. Congratulations on your success in chasing premier Legault from his position. It was great to see GSU local Presidents Stéphanie Rochon, Suzie Parent and Vincent Brassard out in full force. I am so proud to have supported the FTQ protest. Solidarity with Quebec workers.

Phoenix demonstration Feb 26, 2026

Was an honor to stand with the hard-working devoted workers from the Government of Canada Pay Centre in Miramichi NB. Thank you to all our Pay workers and the locals that represent them for your persistence and efforts everyday to ensure workers are paid on time and correctly. Keep up the great work.

Federal Liberal Convention April 9 to 11, 2026

I will be attending the Federal Liberal Convention in Montreal. As delegates converge in Montreal to chart the course ahead for the Liberal Party, I will be forging connections with party members and speaking to the challenges and benefits of hard working and capable GSU workers. Although it seems a very daunting task, I do see successes in my discussions which will, hopefully, with persistence, lead to concrete gains in the future.

CLC convention May 11 to 16, 2026

I will be attending the Canadian Labour Congress convention in May in Winnipeg. This convention brings together unions from across North America. It's a great

learning event to connect with workers from Governments of all levels, Trades, Private sector workplace and others.

Consultations

GSU continues to meet with the employers to discuss current issues. Of course, with all the half-baked information being put out by this government, our employers are remiss to say much of anything in these consultations since it is all so variable. We continue however to push for answers.

AI WG beginning April 1, 2026

I will be representing GSU on a PSAC Artificial Intelligence working group beginning in April. If you have any situations you would like to cover, please do reach out to me so we can cover your situation, and I can bring it to the table.

Regional conventions

Pacific May 22-24, 2026

I will be attending the Pacific Regional Convention as an observer with President Bruce and NVPs Martine and Will. It is great to experience events in other regions to compare methods and directions of activist.

NCR June 5-7, 2026

Looking forward to attending my home NCA regional convention, to connect with union siblings and set a solid direction for the upcoming cycle. I hope to see GSU members out and contributing your voice and leadership to the work we have ahead of us.

Local support

Local 70055-member engagement

Was glad to support Local 70055 in NCR to engage with members over several coffee break events. Local president Samantha Jo-Meijer and VP Michelle Boustead have been doing great work to keep that local alive and vital. The local was able to arrange 4 events in December and February with the support of both Will and I and I am very proud to see they have continued on with others on their own. Through these events, the local has been able to take on several new volunteers, make connections with management and members and create a welcome presence in their workplaces.

Local 70017-member engagement

I connected with local president Suzanne Sirois to assist in providing coffee and snacks, to connect with SSC members, answer questions and promote their upcoming AGM. It's a challenge arranging to connect with NCR members on their day in the office. Suzanne met with many members who had some very pointed questions about their WFA and RTO concerns. Keep up the great work Suzanne and team.

Local AGMs

Was thrilled to participate in many GSU AGMs this year. I appreciate seeing the different levels participation and the efforts by locals, to engage with members and volunteers. I understand the engagement challenges to increase participation.

Please do note that although members seem they are not paying attention, the fact that they attend events but don't engage actively, to me says they have confidence in your capabilities and efforts and have the comfort that you will be there when needed. This is an attestation of the great work you do. On behalf of your members, I say thank you.

In closing, I wish to thank all local and GSU reps on behalf of your members. We don't usually encounter members outside times of personal crises. Although we do a great job supporting members, during these difficult times, 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 ‘B’

Report of the National Vice President, William Tait

Presented to GSU National Council

May 2026

This report outlines my activities as NVP from January 2026 until May 2026. 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.

Much of this quarter has been dedicated to consultations with the employer and support of members due to workforce adjustment and return to office implementation. I continue to address these issues through a human rights lens while representing all our GSU family affected. I had the privilege of attending eight of our GSU Local annual general meetings from the Atlantic to the Pacific, it was a great opportunity to witness the great work, the dedication and the diversity that our local executives, stewards and members contribute every day.

Consultations – GSU / Employer:

- Shared Services Canada (SSC) joint consultation committee on workforce adjustment. Currently virtual and bi-monthly meetings.
- PSPC Policy, Planning and Communications Branch joint workforce adjustment committee – Virtual – initial meeting discussing impending cuts to workforce and programs.
- National Labour Management Consultation Committee (NLMCC) -Agenda meeting – Virtual.
- National Labour Management Consultation Committee (NLMCC). In person meeting Gatineau QC. Branch updates presented by employer, impacts of Artificial Intelligence, Duty to Accommodate.
- National Health and Safety Policy Committee. In person meeting Gatineau QC.
- **CORPORATE SERVICES LABOUR MANAGEMENT CONSULTATION COMMITTEE (CSLMCC).** Virtual -workforce adjustment, accessibility and equity initiatives.
- Joint Committee on Employment Equity and Diversity (JCEED) – Virtual – Duty to accommodate and impacts of workforce adjustment on equity seeking members.
- Executive level Phoenix Union / Management consultation. Senior management presented on the Phoenix backlog, AI updates, Phoenix overpayment status, Dayforce implementation and statute barred claims.
- PSPC Ombudsman and Union Representatives meeting – Virtual – discussion of systemic issues regarding duty to accommodate and mental health. Currently bi-monthly meetings.
- PSPC Employer / Union Webinar on services available to members impacted by workforce adjustment – Virtual – Contributed as speaker on what unions can offer members.
- PSPC Employer / Union Accessibility Roundtable – Virtual – Duty to Accommodate – Accessibility Passport, Return to Office.

- PSPC – Human Resources and Pay. Consultation between management and GSU on Phoenix overpayments and backlog.
- PSPC Accessibility consultation – Virtual – Return to office, duty to accommodate.
- PSPC Human Capital Management Branch Labour Management Consultation.
- SSC Human Resources Union Management Consultation Committee – In Person Ottawa – Presentations on workforce adjustment, return to office resources / plans, second language training and official languages legislation.
- PSPC Union management consultations on return to office.

Internal GSU Projects and Representation:

- GSU Standing Bylaws Committee: See committee report.
- GSU Standing Human Rights Committee: See committee report.
- GSU Information session on Workforce Adjustment, Alternation, Opting.
- 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 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 National Capital Region Committee meeting.
- PSAC National Townhall meeting on workforce adjustment.
- PSAC National Capital Region Townhall meeting on workforce adjustment.
- PSAC / GSU Miramichi Pay Centre member appreciation visit. Met with members to show appreciation for their work on the 10th anniversary of the Phoenix system launch.
- PSAC Human Rights Committee – Virtual -Component updates meeting of ongoing human rights initiatives of the PSAC and our sibling Components. Discussion of the impact of workforce adjustment on equity seeking members, employer cuts to equity programs and importance of data gathering with regards to equity members, women and language rights under the workforce adjustment measures.
- National Democratic Party Convention - I had the opportunity to meet and question the leading Federal NDP leadership candidates on their thoughts on cuts to the Public Service.
- Royal Canadian Mint Winnipeg, member engagement and appreciation visit in tandem with the Canadian Labour Congress Convention in Winnipeg.
- Local Health and Safety Committee, 300 Laurier, Ottawa. I am member and regular contributor to the Committee.
- GSU in person member engagement meet and greet sessions across the National Capital Region with our locals.

Conferences / Summits:

- Broadbent Institute 2026 Progress Summit, “Defending Democracy Across Borders,” -The main themes of the summit were democracy, sovereignty and internationalism grounded in social and economic rights.
- Canadian Labour Economics Forum – Academic conference on current economic analysis and scholarship of labour issues.
- PSAC National Equity Conference – (Observer)
- Canadian Labour Congress Convention - (Delegate)
- PSAC British Columbia Regional Convention – (Observer)

I continue to 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 'C'

Report of the Regional Vice-President, Anthony Drozdowski, Nova Scotia

Presented to National Council May 2026

Sisters and Brothers:

Since my last report, my primary focus has been working through the workforce adjustment (WFA) situations encountered by our members. Though early in the process, we have some successful resolution stories. I have participated on two WFA committees and collaborated with our National Council (NC) members and Local Presidents (LPs) providing support and advice to the latter.

We continue to work through the surge of complaints / grievances in Nova Scotia. The main cause of these grievances continues to be illegal and/or unreasonable pay actions resulting from employer's errors. Harassment, discrimination, and outdated work descriptions continue to present challenges and cause grievances. The systemic nature of decentralized delegated authority structure on employer's end continues to impede regional resolution efforts resulting in level 4 escalations. I work closely with our GSU representation team and have maintained an ongoing consultation with the employer regarding all workplace issues.

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. Last but not least, I would like to thank Bruce Roy for his ongoing support and guidance.

Respectfully submitted,

Anthony Drozdowski,
Regional Vice-President
Nova Scotia

Report of Regional Vice-President, Chantal Umphrey

Alberta, Nunavut, and the Northwest Territories

**Presented to GSU National Council
May 2026**

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

Lobbying:

- **November 17-18, 2025**, attended PSAC Lobby Day in Ottawa, meeting with MP's on the hill. This provided a great opportunity to meet with the Honorable Liberal MP's Bruce Fajoy from the Carleton riding & Pauline Rochefort from the Nipissing-Timiskaming riding. At each of these meetings, I advocated for strong public services. Both MPs were very receptive, and the meetings were an excellent opportunity to share GSU members concerns with a regional perspective including the impacts of centralization on Western region.

Member Engagement:

- **November 27th, December 8th and January 7th, 2026**. I coordinated additional WFA Lunch n Learn sessions for Local 30001 to support members in understanding WFA process, rights and entitlements contained within the Collective Agreement. This was a great initiative for both my locals. Fellow RVP's from Pacific reached out to support similar engagement there.

National Council

- **December 9, 2025**, attended virtual GSU National Council Meeting

Committee Work:

- **January 27-29, 2026**, attended Bylaw Committee meetings in Ottawa

Consultations: As the RVP, I continue to be actively engaged in consultation discussions with PSPC Management through ad hoc meetings and at committee tables. I have taken three (3) trips up to Edmonton in 2026 so far and each time I made a point of having face to face meetings with the Regional Director General and executive members.

Local 30401 and 30001 Updates:

Return to office is a hot topic across all members and Calgary has opened new space in the Harry Hays building. Workstations are not ideal, and I anticipate there will be H&S issues with ergonomics. Members continue to face significant stressors due to uncertainty surrounding post the WFA as a result of RPS transformation.

Regionally, the Locals are filing level one grievances. Members are engaging the union with questions and facing issues with management on items such as leave, return to office challenges, and misinformation from management

Both locals had their AGM's during the week of **February 2-5, 2025**. Thank you to Bruce and Dominique for coming West to meet with members, support the executives and provide updates. I attended the Calgary Local first meeting of the year in February.

- A. **Local 30401 Calgary & Alberta South.** Through elections the executive has all positions filled. The Local President continues to gain confidence in his role and routinely reaches out to the RVP for guidance. The new VP brings prior experience and resides in Calgary which provides a strong presence of GSU in the office as the prior VP was located in outside of the city. AGM was very well attended with roughly 80% members in attendance.
- B. **Local 30001 Calgary & North.** Through elections the executive has all positions filled. The Local President continues to gain confidence in her role and routinely reaches out to the RVP for guidance. AGM attendance increased this year which was very positive. Post AGM the VP stepped down. There are no plans to backfill at this time. I was in Edmonton the week of **March 16-20th** and did meet with the Local president and chat with other executive members.

Grievances: Level 3 grievances are being processed with settlement of two (2) at SSC and two (2) for PSPC are in progress of being moved to level 4. Thank you to the national office for ongoing support as both member files have been challenging.

Respectfully submitted,

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

Report of the Regional Vice-President, Ian Leblanc National Capital Region

**Presented to GSU National Council
May 2026**

- I was invited to attend my first Local 70019 Executive meeting on January 19, 2026.
- To date, the Local Executive has transferred one third-level grievance to my office, which has since progressed to Level 4.
- I continue encouraging the Local to use MemberLink for grievance handling.
- I remain an active member of the Union Recognition Committee, where I continue to contribute as required. I am proud of the work the committee has accomplished to date.

Respectfully submitted,

Ian Leblanc
Regional Vice-President
National Capital Region

Report of the Regional Vice-President, Jason Lapointe

Royal Canadian Mint

**Presented to GSU National Council
May 2026**

Since my last report presented to the National Council on December 9, 2025.
I remain engaged with the three locals.

Local 50057 – Winnipeg: The Mint has won foreign circulation contracts and are busy. Having hires regularly as they need to try and keep up with demand. It has been a great turn around from having members laid off and now we are hiring in Winnipeg with a great outlook going forward.

Local 50058 – Winnipeg (PSO): The protective services group have had some casuals hired recently and hopefully that will help with their ongoing issues of being short staffed.

Local 70024 – Ottawa: Business has picked up a bit and hopefully it continues going forward. As with both locals in Winnipeg the Mint is testing and pushing all aspects of the collective agreement and trying to keep them inline with it is an ongoing and taxing job.

Respectfully submitted,

Jason Lapointe
Regional Vice-President
Royal Canadian Mint

Report of Regional Vice-President, Jean-Michel Riel

National Capital Region

Presented to GSU National Council

May 2026

To begin this report, I would like to thank the National Council and all its members, and also the GSU internal team for all the support and assistance you have provided me with over the past few years. I have learned a great deal and now feel much better equipped for representation than I did at the start of my term

Over the last months, I have been called upon to fulfill my representation role much more frequently than usual, cases of accommodation denials are still the most common and always seem to end the same way, with a categorical 'no' from management, who passes the buck between levels.

In addition, the first batch of letters regarding positions targeted for workforce adjustment has been sent to the affected members, prompting numerous requests at the representation level for clarification on what this all means. Since then, some members from different Locals and some regional representatives are meeting with David Girard to discuss the issues and developments surrounding WFA. I also sit on a WFA committee established by management for the Parliamentary Precinct Branch where we discuss issues and management's rationale behind the decisions made, as well as the next steps. My role as advisor for the Local has also been called upon, we have had many new cases and also the annual general meeting. I meet Vincent on a weekly basis to discuss issues that may arise, as well as more specific and complex cases.

The final quarter can thus be summarized in three main points. A lot of member representation, everything related to workforce adjustment and as an advisor to the Local. I hereby submit my report as presented.

Respectfully submitted by,

Jean-Michel Riel
Regional Vice-President
National Capital Region

Report of the Regional Vice-President, Kuldeep Deol

Lower BC Mainland

Presented to National Council

May 2026

From Dec 2025 to present, there have been a number of changes in the workplace. Employer has finalized CER along with announcing WFA and RTO4.

Both RVPs in Pacific Region worked with PSAC to put together a Lunch n' Learn around WFA. There was a great turnout, and members asked questions relevant to the topic at hand.

As the Co-Chair of the Regional Labour Management Consultation Committee, we are still in the process of updating our Terms of Reference. There seems to be a continued delay in having them finalized. We will continue to push the employer to see this thru.

I have strived for membership engagement and transparent communications with the Local I have the privilege of representing. As such, I was able to do a walk-about and meet with members and drop off a 2026 PSAC calendar. It was good to meet the members and briefly discuss the challenges they are facing. They are concerned around DTA's, PMA's and Talent Management.

In February, the Local held their AGM. With great enthusiasm, we had the best turnout yet for this Local. We elected a full compliment of Local Executive. Brother Jason Beange has taken on the role of Local President. Returning to their activism roles, Sister Michele Simard will be the Local Vice-President along with Brother Mark Deutscher as Treasurer. New to the fold is Sister Wendy Chan as Secretary. Together they will forge a path forward for supporting the members. Big huge GSU welcome to the newbies and returners!

This year will be another challenging year ahead. I will work hard to keep education and learning at the forefront. An informed membership is the basis for a strong union.

Respectfully submitted,

Kuldeep Deol
Regional Vice-President
Lower BC Mainland

Report of the Regional Vice-President, Mélanie Hamel

Quebec Region

**Presented to GSU National Council
May 2026**

My report covering December through March will not be particularly positive. We are in a climate of uncertainty with multiple announcements of major changes, the WFA process, the early retirement program and the plan to return to a four-day workweek. My union time for the fiscal year ending March 31st has skyrocketed this year. The employer does release me full-time, but allows me to fulfill my union responsibilities.

After the holidays, the department began its WFA process. No one is willing to disclose or receive this information. There has been a lot of emotional turmoil in the region, many were relieved not to be affected, but those who were affected were hit hard. The explanations provided by the employer regarding the reasons are not entirely clear. The various PSPC branches are managing the WFA and are treating their employees differently. In late March, Bill C-15 was passed to allow for the implementation of the early retirement program. Many members are awaiting this program, the question is: how many members will ultimately want to benefit from it, and what message will the government want to take away from this?

Along with all of this, I continue my work in the Quebec region and at the national level. Formal and informal consultation meetings continue to take place. However, Locals and myself are facing certain challenges since the implementation of OneHR, which are being addressed by GSU and also with senior management. The Realty Property Branch is the division that consults with and provides the most information to the union at the national level. At the regional level, discussions are open and honest. I am also a member of the Mental Health and Wellness Committee in the Quebec region, and this, since the beginning. We are currently working on developing a regional plan to address psychosocial risks.

In the coming months, we will enter a period of renewal or continuity with the many PSAC regional conventions and Component conventions. The PSAC-Quebec Triennial Convention will take place at the end of May and that of GSU at the end of September. Once again, this year, I am sitting on two committees that I greatly enjoy: the GSU Finance Committee and Constitution Committee for PSAC-Quebec. Members sitting on those committees are involved and make the decisions necessary for their smooth operation, always with respect and in accordance with the guidance provided by the members.

Locals are always there for their members and offer the support everyone needs. The National Office always responds to my numerous questions and I thank them for their involvement.

Respectfully submitted by,

Mélanie Hamel
Regional Vice-President
Quebec Region

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

May 2026

Since my last report submitted to National Council in December 2025, there are a few changes to report.

I continue to collaborate with our Regional Manager of Health and Safety to review and update the Regional Health and Safety Committee's Terms of Reference. Management is pushing to have a combined Terms of Reference with PIPSC which I have yet to discuss with PIPSC or other GSU Health & Safety Co-Chairs.

In early January, Kuldeep and I arranged Work Force Adjustment Lunch & Learns in the Pacific Region. Both virtual/in person sessions were well received by members and management.

Later that month, I was in Ottawa working hard with the other members of our By-Laws Committee reviewing, updating, and proposing necessary changes to present to National Council in May.

February was time for our locals Annual General Meeting where several positions were up for election. I may have been away on vacation, however with technology, I was able to connect via Zoom and participate virtually. I am pleased to announce Local 20001's new and returning executive, Joe Walsh, Local President, Trevor Skinner, 1st Vice President, Patrick Gibson, 2nd Vice President, Treasurer, Dan Cleemoff and finally the newest member to the executive, Chantal Nadeau, Secretary. I would like to thank you again for your leadership. It is the endless work of elected volunteers like yourselves who help and support our membership every day.

Regional Labour Management Meetings have been reinstated in Pacific Region. Kuldeep and I initiated our first meeting this month with the Senior Management team at Accommodation Portfolio Management where we were able to reintroduce ourselves and discuss any union matters, we can support and/or resolve informally. Further meetings will be held with all of the Regional Director's and their management teams. These meetings will be considered confidential and off the record to enable both parties to discuss matters to ensure a health, safe and productive workplace.

Our local has seen a slight increase in grievances. The local continues to monitor to see if there are any patterns arising.

Finally, I was selected to be apart of the BC PSAC Regional Convention By-Laws Committee. We have been hard at work for a few days hoping to wrap up at our next scheduled meeting on March 30th.

I look forward to seeing all of you in my hometown in May!

Respectfully submitted,

Reni Stein,

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

Report of the Regional Vice-President, Sarah Bolger

Newfoundland and Labrador

Presented to National Council

May 2026

Friends,

Please accept my activity report as the RVP NL.

ACTIVITY REPORT

December 2025

Date	Event	Location
11	GSU Information Session on Early Retirement Incentive	Virtual
9	GSU National Council Meeting	Virtual
16	GSU Information Session on Workforce Adjustment	Virtual

January 2026

Date	Event	Location
12	Workforce Adjustment Update	Virtual
20	Corner Brook District Labour Council Meeting	Corner Brook
22	Atlantic Regional Council Bylaw Resolutions Meeting	Virtual
22	Western NL Area Council Meeting	Virtual

February 2026

Date	Event	Location
10	GSU Information Session on Voluntary Departure Program	Virtual
11	GSU Information Session on Return to Work	Virtual
18	PSAC National 2SLGBTQIA+ Working Group Meeting	Virtual
28	Workforce Adjustment Session for Treasury Board	Corner Brook

March 2026

Date	Event	Location
6	Visit GSU 90011 members at NAFC	St. John's
6	Visit GSU 90011 members at John Cabot Building	St. John's
19-22	PSAC Atlantic School	Halifax
24	GSU Human Rights Committee Meeting	Virtual

April 2026

Date	Event	Location
7-9	PSAC Atlantic General Resolution Committee Meetings	Halifax
10-12	PSAC Atlantic Regional Council Meetings	Halifax
13-15	NL Federation of Labour Young Workers Committee Orientation	St. John's

May 2026

Date	Event	Location
3-8	PSAC National Human Rights Conference	Winnipeg
25-29	GSU National Council Meetings	Victoria

Respectfully submitted,

Sarah Bolger
Regional Vice-President
Newfoundland and Labrador

Report of the Regional Vice-President, Sheldon Jacobs, Manitoba & Saskatchewan

**Presented to GSU National Council
May 2026**

March 25, 2026

Re: Report for the GSU National Council Meeting

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 four days a week.

When time allows, the Alberta/Northwest Territories/Nunavut Regional Vice President and I continue to host a monthly meeting with the Local Presidents from Western Region.

Normally this occurs prior to our Regional Union Management Committee meeting, which we finally had, it 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. Some members are still having issues with the DTA and Exemption processes, especially if their supervisor is in the NCR. The Local has one member who received a WFA letter.

Local 50002 in Winnipeg seems to have a strong executive and is thriving with their current Executive. The Local still has issues with the implementation of Duty to Accommodate (DTA) requests, especially with Supervisors located in the NCR. With the local membership including the PayCentre, there are a few members that received a WFA letter.

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 the in-office presence is no longer new and the members are accustomed to the new hybrid work solution, engagement has continued 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

Report of Regional Vice-President, Sina Agah

National Capital Region

**Presented to National Council
May 2026**

- I made myself available everyday should members of Local 70055 need assistance and guidance in the Grievance process.
- I continue to handle member inquiries and grievances.
- I am in regular contact with David Girard regarding Local Grievance guidance and advice.
- I am part of the Educational Committee to enhance GSU education materials for all GSU locals.
- I attended OHS Committee for NCR on Feb 4th, 2026
- I attended PSAC training on WFA and a grassroots networking seminar in March 2026

Respectfully submitted,

Sina Agah
Regional Vice-President
National Capital Region

Report of Regional Vice-President, Troy MacDonnell

New Brunswick and Prince Edward Island

Presented to National Council May 2026

The winter session started off with a couple of significant personnel changes in my region. ADM Nathalie Bertrand now rules Pension Center, and the early indications are she is a very rigid-like manager. Additionally, Pay Administration Branch replaced 10-year Director General Daphnee Michaud with former Director of Pay Operations Nathalie Leger. This was one of ADM Alex Benay's last questionable decisions before unceremoniously leaving for a private sector opportunity.

RTO 4 was announced which as expected, was not very well received by the membership. Aside from the fact it was announced during bargaining, without a logical reason as to why, members are not interested in additional office days. PSAC has filed an unfair labour practice complaint with the FPSLRB in hopes of preventing the July changes. Also, RTO related, a major New Brunswick north/south bridge is closing for maintenance in April for 8 months. Service Canada and PSPC have agreed to reduce RTO down to 2 days for that period to assist with traffic congestion. There are serious public safety concerns with fire, police and ambulance services and this gesture will potentially keep 2000 vehicles off the single highway around the river.

GSU organized a Phoenix rally in Miramichi to commemorate the 10th anniversary of Phoenix. PSAC national president and REVP Atlantic attended along with a busload of activists from the southern part of the province. GSU was well represented from locals in Moncton, Shediac and PEI, thanks to them for the support. Unfortunately, I was unable to attend due to a personal matter, but all indications are it was an immense success.

The Early Retirement Incentive (ERI) has created quite a stir across the Public Service. Additionally, it has created employment activities at the pension center in Shediac. Up to two hundred terms are being hired in anticipation of the influx of inquiries from PSSA members curious about the program and if it is suitable to their situation. Some displaced terms from pay were fortunate to be hired on to fill some of these openings.

Regionally we learned that all union leave is now only to be approved by the RDG. Although the policy is effective it is not being enforced consistently across the Atlantic. My colleagues and I agree that it will be a topic of conversation for our next Regional LMCC meeting. Also, within the region, the Atlantic RVP team met with the PSPC Ombuds on two occasions. Due to bargaining commitments, I was only able to attend the second meeting. She was bombarded by all of us with regards to the embarrassing duty to accommodate process, mediocre quality candidates in management positions and how badly management and LR is mishandling lower-level grievances. There was no way the message was not received loud and clear!

Activities I have been involved in outside my RVP role include being asked to co-chair the resolutions committee for the Atlantic Triennial, attended three bargaining sessions with Treasury Board and one PA Bargaining Team caucus.

Respectfully submitted,

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

Appendix ‘D’ Report of the Finance Committee to National Council May 2026

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 Advisor: Ray Hall GSU Financial coordinator
Dominique Barrette, GSU Director, Communications, Political Action
& Administration

At its meeting on May 8th, the Finance Committee did the following work.

- Reviewed the audited financial statements for 2025
- Reviewed the changes to the 2027-2029 GSU triennial budget due to decisions made at the December 9th National Council Meeting
- Discussed clarifications to members who attend events while on compressed days off

The Finance Committee is submitting four motions to National Council:

- Adoption of the 2025 GSU Audited Financial Statement
- Appointment of Auditors for the December 31, 2026 financial audit
- Adoption of 2027-2029 GSU triennial budget.
- Clarification to Regulation 4 regarding members who attend events while on compressed days off.

I would like to thank the committee 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 'E' Report of the GSU By-laws Committee

**Presented to National Council
May 2026**

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 met in person to discuss possible GSU Bylaws and Regulation amendments in Ottawa on January 28 and 29, 2026. There was vigorous but respectful debate on Bylaws 6-12, 14-15, 17-18 as well as a re-alignment of Regulation 10 to comply with new PSAC policy and regulations. The findings of the committee will be presented to National Council and the membership.

I would like to thank the committee members, Troy MacDonnell, Chantal Umphrey, Joel Kowerko and technical advisor Dominique Barrette for their diligence and hard work. A special thank you to the committee co-chair, Reni Stein, for her experience and organizational knowledge of GSU in helping to guide and inform the committee.

Respectfully submitted,

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

Appendix 'F' Report of the Local Development Committee
Presented to GSU National Council
May 2026

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, GSU Director, Communications, Political Action & Administration

It has been a very active 2026 start in our union with all the challenges for organized labor. As we all know, our activists are very busy helping members address RTO 4/5, WFA and all the employer mismanagement-related actions. Given all this, the regular work of locals and their prep for AGM season, PSAC Regional Conventions, the Local Development Committee has not met this cycle.

As GSU prepares for the 2026 GSU Triennial Convention in September, the committee has completed our new initiatives for this cycle. I am proud of the work we did and the initiatives we implemented. I look forward to the continued connections we have built and to continuing to build on the success of our committee.

Thank you to the committee members for all your hard work, energy and ideas. I hope to have a final strategizing meeting with you all closer to the Convention. And of course, a big thank you to Dominique for your support.

Respectfully submitted,

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

Appendix ‘G’ Report of the Human Rights Committee

Presented to GSU National Council

May 2026

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 on March 24, 2026 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.

The committee worked with the GSU Women’s working group to develop and promote information and resources for members experiencing intimate partner violence.

Committee members persist in pressuring management during Workforce Adjustment consultations for data on equity-seeking groups impacted by the process.

The committee is scheduled to meet in person in tandem with the PSAC Human Rights Conference in early May 2026 to discuss human rights resolutions proposed by the committee members.

I would like to thank the committee members Sarah Bolger, Bob Durling, Virginia Syrowit, Andrea Lima 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 'H' Report of the Union Recognition Committee
Presented to GSU National Council
May 2026

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 Executive Assistant to the National President

a) Sisters and Brothers:

The URC held an in-person meeting in March 2026 to discuss the 2026/27 Bursaries Program along with life memberships and awards of merit applications review.

The 2026/27 Bursary contest question was selected, and the application process is now launched. Details are published on the GSU website. We look forward to reviewing this year's applications and ask all NC members to promote the GSU bursaries in their locals.

Further, URC developed an objective screening and selection criteria for consideration of bursary applications and those for life membership and awards of merit. Details will be presented to the NC at the next meeting.

Finally, URC reviewed the by-laws and has made several update recommendations to the by-law committee for consideration. Those will be brought forth to the NC in due course.

I would like to thank the committee members (Ian, Shannon, Shawn, and Michael) for their diligence and hard work. Their knowledge and dedication are exemplary and a demonstration of solidarity. I especially would like to thank and acknowledge our technical advisor Diane Turcotte for her dedication, due diligence, and patience, which have galvanized the URC's cohesion and advancement of work.

Respectfully submitted,

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

Appendix 'I' Report of the Education Committee
Presented to GSU National Council
May 2026

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

With 2026 being a very busy Convention season, with the many great initiatives developed by our Education committee, we did not meet in this cycle as locals work their way through AGMs and prepare for PSAC Regional Conventions and our GSU Convention.

Over the cycle, this committee has had great discussions and developed solid tools to support the current and future needs of our locals. As we prepare for the 2026 GSU triennial convention, the committee has completed our new initiatives for this cycle. I am proud of the work and tools we produced. I look forward to the continued connections we have built and to continue to build on the success of our committee. I hope to have a final strategizing meeting with the committee closer to the Convention.

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

Respectfully submitted,

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

Appendix 'J' Report of Young Workers Committee

**Presented to GSU National Council
May 2026**

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

Over the past quarter, the Young Workers' Committee did not meet as our mandate was fulfilled by the conference. Therefore, I have nothing to add to my report, and I am submitting it as presented.

Respectfully submitted,

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