



GSU National Council Meeting

Friday, August 16, 2019

Delta Hotel, Montreal, Quebec

Minutes of meeting

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Tuesday, August 16, 2019

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1) Call to Order

The meeting of the GSU National Council was called to order at 9:05 a.m. with Brother Randy Howard in the Chair and the following Members in attendance:

Randy Howard	National President
Martine Babcook	National Vice-President
Bruce Roy	National Vice-President
Linda Harding	Acting National Vice-President, Equity
Gary Byrne	Regional Vice-President, Newfoundland and Labrador
David Cuning	Regional Vice-President, Ontario Region, excluding the National Capital Region
Shanny Doucet	Regional Vice-President, New Brunswick and Prince Edward Island
Anthony Drozdowski	Regional Vice-President, Nova Scotia
Jeanette Fillion	Regional Vice-President, Royal Canadian Mint
Kevin Hanson	Regional Vice-President, National Capital Region
Pascal Ladouceur	Regional Vice-President, National Capital Region
Michèle Parent	Regional Vice-President, Quebec West, including Montreal
Marc Robidoux	Acting Regional Vice-President, Quebec East including Quebec City
Nicole Rousseau	Regional Vice-President, National Capital Region
Heather Rawlins	Acting Regional Vice-President, Alberta, Nunavut and the Northwest Territories
Sue Soubra Boone	Regional Vice-President, Ontario Region, excluding the National Capital Region
Michelle Simard	Acting Regional Vice-President, Lower British Columbia Mainland, including Vancouver
Reni Stein	Regional Vice-President, remainder of British Columbia and the Yukon Territories
Larissa Williams	Regional Vice-President, Saskatchewan and Manitoba

Regrets

Kelly Bush	National Vice-President, Equity
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City
Robyn Thompson	Regional Vice-President, Alberta, Nunavut and the Northwest Territories

Vacant RVP position

RVP NCR (1 position)	Regional Vice-President
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Staff:

Dominique Barrette	Executive Coordinator to the National President
Monique Desrosiers	Finance and Administration Officer
Neola Sanders	Assistant to the National Office
Maria Thomas	Executive Assistant to the National President

Steve Colterman	Local President 70013
Russel Carter	Local President 60009
Robert Demers	Local President 10011
Steve Lancaster	Treasurer Local 70019
Ian Leblanc	Vice-President 70020
Monica Mercier	Local President 70019
Leanne Moss	Local President 90011
Bill Pleming	Retired Local President 20008
Jancie Schauer	Vice-President 70019
Nelson Simard	Local President 10060

Mark Brunell GSU Life Member and Past President, Local 30401

- Brother Howard welcomed and introduced National Council and the Observers.

(Appendix 'A')

MOTION CARRIED.

Recorded vote # 2. Motion carried.

b) Special Conference Call of July 25, 2019

m/s Shanny Doucet / Sue Boone

That the special conference call minutes of July 25, 2019 be approved.

Recorded vote # 3. Motion carried.

5) Business arising from the previous minutes

a) Update – Issues arising from Local Presidents' Conference 2018

Brother Howard updated National Council on the following:

- Brother McQuaid retired as Regional Vice-President in the National Capital Region in July 2019. An input call letter was sent to the Local Presidents and Regional Vice-Presidents in the National Capital Region calling for nominations for the position of one (1) Regional Vice-President, National Capital Region. As no nominations were received, the position remains vacant.
- Sister Barrette and Brother Hanson will provide an update on the GSU website. PSAC has also updated their website and Brother Howard encourages National Council to peruse the PSAC website.
- Brother Howard thanked the members of the By-laws Committee for reviewing the By-laws as there were substantive changes to the By-laws and these By-laws were not editorial.
- A copy of the GSU Priorities Plan 2019-2020 was provided to National Council in their kits. Brother Howard met with the National Vice-Presidents to get their feedback. This is an on-going document. Sister Doucet commented that the French translation is not always accurate.

m/s Michelle Simard / David Cunning

That the GSU Priorities Plan 2019-2020 be approved as presented.

Recorded vote #4. Motion carried.

(Appendix 'B')

b) Update – P3 Fightback Campaign

Brother Howard provided an update on 'P3 Fightback Campaign'. He advised National Council that he sits on the WFA Committee with Sister Ehler. GSU threatened Public Services and Procurement Canada (PSPC) with a Policy Grievance and that PSAC believes that a Policy Grievance should be filed as this is Work Force Adjustment situation. To-date, members have not received their affected letters and April 2020 is when our members will no longer be needed.

c) Update – National Council Meeting 2020

Brother Howard requested that National Council provide him with three (3) suggestions to have the National Council meeting in 2020. A costing was provided to National Council and it was decided to have the next National Council meeting at Inn Laurel Point Hotel, from April 21st to 22nd, 2020 in Victoria, B.C.

6) Officers' Report

a) National President's Report

Sister Linda Harding, National Vice-President, Equity assumed the Chair.
(9:35 a.m. to 9:55 a.m.)

m/s Randy Howard / David Cunning

That the report of the National President Randy Howard be adopted.

Brother Howard responded to questions regarding his report.

Recorded vote #5. Motion carried. (Appendix 'C')

Brother Howard assumed the Chair at 9:55 a.m.

b) National Vice-Presidents' and National Vice-president's Equity Reports

m/s Martine Babcook / Jeanette Fillion

That the reports of the National Vice-Presidents Martine Babcook, Bruce Roy and Sister Linda Harding, Equity (Acting) be adopted.

Recorded vote #6. Motion carried. (Appendix 'D')

c) Regional Vice-Presidents' Reports

Sister Linda Harding, National Vice-President, Equity assumed the Chair.
(11:45 a.m. to 11:50 a.m.)

m/s Michèle Parent / Anthony Drozdowski

That the reports of the Regional Vice-Presidents be adopted.

Recorded vote #7. MOTION CARRIED. (Appendix 'E')

Remarks

No reports were submitted from Sister Rousseau and Brother Ladouceur. They both provided a verbal report.

Brother Howard assumed the Chair at 11:50 a.m.

P.M. Session

Announcements

Prior to lunch, Brother Howard had an NBoD conference call. The purpose of the call was to provide an update on Collective Bargaining. Brother Howard advised National Council that time is running out for a fair deal as Treasury Board is not willing to come to the table to negotiate a proper response to the union's bargaining proposals.

7) GSU Committee Reports

a) Financial Review Committee

Sister Martine Babcook, Chair of the Financial Review Committee, tabled a report on behalf of the Committee. She introduced the members of the Financial Review Committee, Sisters Harding and Rousseau and Brothers Colterman and Carter.

Sisters Babcook and Rousseau read the report of the Financial Review Committee and the 'Independent Auditor's Report'.

m/s Martine Babcook / Nicole Rousseau

Motion: F7/2019

Subject: Approval of the Audited GSU Financial Statements for the year ended December 31st, 2018

Originator: Finance Committee to National Council – August 16, 2019

The Committee recommends the adoption of the Audited GSU Financial Statements for the year ended December 31, 2018, as presented.

Recorded vote #8. Motion carried.

m/s Martine Babcook / Nicole Rousseau

Motion: F8/2019

Subject: Appointment of Auditors

Originator: Finance Committee to National Council – August 16, 2019

The Committee recommends the adoption of the adoption of engaging the services of Andrews & Co. Chartered Professional Accountants for the December 31, 2019 Financial audit.

Recorded vote #9. MOTION CARRIED.

Note: A copy of the GSU Financial Review Committee report, Audited GSU Financial Statements and budget was provided in their kits and they are not attached to these minutes.

m/s Martine Babcook / Nicole Rousseau

To adopt the Financial Review Committee Report as presented.

Recorded vote #10. Motion carried.

b) By-laws, Regulations and Policies Committee

Brother David Cunning, Chair of the By-laws, Regulations and Policies Committee, tabled a report on behalf of the Committee. He then read the following two motions to National Council.

i) Motion to accept the 2018 Finance Committee Motion

m/s David Cunning / Pascal Ladouceur

WHEREAS at the September 2018 National Council, the Finance Committee filed a motion to amend GSU Regulation 5 – Financial Review Committee; and

WHEREAS the motion was referred back to the GSU By-laws Committee to review and report back at the August 2019 National Council; and

WHEREAS the By-laws Committee has reviewed the proposed amendments to Regulation 5;

BE IT RESOLVED THAT Regulation 5 be amended as per the recommendation to the Finance Committee as follows:

Motion: F5/2018

Subject: Motion to amend GSU Regulation 5 – Financial Review Committee

Originator: Finance Committee to National Council – September 28, 2018

The committee recommends that Motion #8 Carried at the GSU National Council meeting in April 2017, be added to the GSU Regulation 5 – Financial Review Committee as follows (in red):

Regulation 5 – Financial Review Committee

General

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

This committee shall:

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

Recorded vote #11. Motion carried.

ii) **Motion to amend Policy #8 – GSU Bursary Policy**

m/s **David Cunning / Pascal Ladouceur**

WHEREAS at the February 2019 National Council, the National Council voted in favor of the creation of the “Bob Haywood Memorial Bursary”; and

WHEREAS Policy 8 of the GSU By-laws, Regulations and Policies pertains to GSU Annual Bursary;

BE IT RESOLVED THAT Policy 8 be amended as follows:

Policy 8 – GSU Annual Bursaries Policy

General

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

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

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

The Bob Haywood Bursary is to honour Brother Bob Haywood who passed away on January 14, 2018. Brother Haywood was the Advisor to the GSU National President. He will always be remembered as an integral part of GSU, a fierce trade unionist and a friend to many.

The Awards

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

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

Criteria

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

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

Exceptions

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

Recorded vote #12. Motion carried.

m/s Martine Babcook / Nicole Rousseau

To adopt the By-laws, Regulations and Policies Committee Report as presented.

Recorded vote #13. Motion carried.

(Appendix 'F')

c) Communication Committee

Sister Martine Babcook, Chair of the Communication Committee, tabled a report on behalf of the Committee. She introduced the members of the Communication Committee who are stated in the report. Sister Babcook advised National Council that the new GSU website should be launched the week of August 19, 2019. Brother Hanson and Sister Barrette also provided an update.

m/s Martine Babcook / Kevin Hanson

To adopt the Communications Committee Report as presented.

Recorded vote #14. Motion carried.

(Appendix 'G')

d) Equity Committee

Sister Linda Harding, Acting National Vice-President, Equity tabled a report on behalf of the Committee. She introduced the members of the Equity Committee who are stated in the report and mentioned that the name of Ayrin Proulx was omitted and should be added to the report. She replaced Sister Rai Prernapreet who was away on leave.

m/s Linda Harding / Sue Boone

To adopt the Equity Committee Report as presented.

Recorded vote #15. Motion Carried.

(Appendix 'H')

e) Local Development Committee

Sister Shanny Doucet tabled a report on behalf of the Committee. She introduced the members of the Local Development Committee who are stated in her report.

Sister Doucet advised National Council that the Committee is in the process of preparing a survey that will be sent to the Local Presidents and Regional Vice-Presidents requesting input and she is requesting National Council to encourage the Local executive to provide their input. Sister Doucet also requested that documents should be provided to the Chair of the Committee in both official languages prior to the Committee meetings.

m/s Shanny Doucet / David Cuning

To adopt the Local Development Committee Report as presented.

Recorded vote #16. Motion carried. (Appendix 'I')

f) Union Recognition Committee

m/s Anthony Drozdowski / Shanny Doucet

Brother Drozdowski tabled a report on behalf of the Committee. He then introduced the new members of the Committee, Sisters Heather Rawlins and Monica Mercier.

To adopt the Union Recognition Committee Report as presented.

Recorded vote #17. Motion carried. (Appendix 'J')

g) Young Workers' Committee

Brother Bruce Roy tabled a report on behalf of the Committee. He then read the report.

m/s Bruce Roy / Larissa Williams

To adopt the Young Workers' Committee Report as presented.

Recorded vote #18. Motion carried. (Appendix 'K')

h) Collective Bargaining Committee

No report.

i) Education Committee

Brother Bruce Roy presented a verbal report.

j) Standing Discipline Investigation Committee

The Standing Discipline Investigation Committee is composed of five members as per the Terms of Reference. A minimum of three members are required to do an investigation. Currently, only two members sit on the Committee: Sisters Babcook and Doucet. Sister Doucet mentioned that Brother Cuning is also on the Committee. Sister Babcook will look into the PSAC training and she will report back to the Committee. Brother Howard committed to have training done in Ottawa. Also, an email will be sent to NC and LPC looking for participants to be part of the Committee.

8) GSU Standing Committees, appointments, ratification

m/s Linda Harding / Shanny Doucet

That the National Council ratifies the appointments to the Internal GSU Committees 2019 as presented.

Recorded vote #19. Motion carried.

(Appendix 'L')

9) Other Business

a) Issues arising from Local Presidents' Conference 2019

Brother Howard advised National Council that GSU is committed on working on the GSU Priorities plan 2019-2020 which was adopted by National Council.

b) Merger of Local 00026

m/s David Cuning / Sue Boone

Prior to voting Brother Cuning read the motion to National Council.

Motion to merge Local 00026 with Local 00027

WHEREAS GSU Local 00026 represents members living in the Ontario Region who reside and work in 3 separate communities that include Belleville, Cornwall and Kingston; and

WHEREAS GSU Local 00026 has 26 members and has not had an executive for over 3 years;

WHEREAS multiple attempts have been made over the past year to form a Local executive, without any success;

BE IT RESOLVED THAT Government Services Union Local 00026 membership be merged into Local 00027; and

BE IT FURTHER RESOLVED THAT any monies remaining in Local 00026 bank account be transferred to Local 00027.

THEREFORE, BE IT FURTHER RESOLVED THAT Local 00026 be dissolved

Recorded vote #20. Motion Carried.

A letter from the GSU National Office will be sent to the members of Local 00026.

c) Merger of Local 70015

Prior to voting Brother Ladouceur read the motion to National Council.

m/s Pascal Ladouceur / Kevin Hanson

Motion to dissolve Local 70015 and distribute members within NCR Locals

WHEREAS GSU Local 70015 represents members living in the National Capital Region; and

WHEREAS GSU Local 70015 has over 200 members and has not had an executive for over 3 years; and

WHEREAS multiple attempts have been made over the past year to form a Local executive, without any success;

BE IT RESOLVED THAT Government Services Union Local 70015 membership be distributed into the appropriate NCR Locals; and

BE IT FURTHER RESOLVED THAT any monies remaining in Local 70015 bank account be dispersed to the corresponding NCR Locals.

THEREFORE, BE IT FURTHER RESOLVED THAT Local 70015 be dissolved after this process.

Recorded vote #21. Motion carried.

10) Round Table / Adjournment

The meeting ended with a Round Table Discussion. Brother Howard invited Local Presidents and Observers to address National Council.

Brother Drozdowski: He informed National Council that there should be a standard framework for Terms of Reference across the country for RLMCC.

Sister Stein: She echoed Brother Drozdowski's concerns and stated that Terms of Reference (TOR) should be in line with the National TOR and consistent messaging should occur across the regions. In the Pacific Region they were asked to consider having joint Terms of Reference (TOR) with PIPS for both ROSH and RLMCC and they were also asked if they would consider rotating the co-chair role with PIPS. She asked if the other regions were rotating the co-chair role with PIPS during their joint meetings. What about Civility Charter? Also, Sister Stein wanted to know when the input call for resolutions would be sent out for Convention 2020 and if training would be provided on how to write a resolution, as there are many newly elected officers. She also wanted to know that some Union activists are liberated with an hour or so during the workday to do union work. She requested if this could be negotiated for all Members doing Union business.

Brother Howard stated that training is provided on how to write a resolution. He also informed National Council that he will reach out to the Regional Director General (RDG) with regards to getting time during workday to do Union work. However, he stated as elected Officers you do have the right to approach your Supervisor or Manager for this.

Sister Simard: She echoed Sister Stein's concerns. Sister Simard informed National Council that the Communication committee plans to include various templates on the website. She also mentioned that more resources are needed for Mental Health as officers and stewards are now being drained offering support.

Brother Cunning: He echoes the need for support and resources for elected officers on Mental Health and that GSU provide training. Overall, it was a great week and he enjoyed meeting everyone and sharing stories.

Brother Robidoux: He echoes his brothers and sisters concerns. He stated that this was one of the best Local Presidents' Conference.

Brother Hanson: He stated that this was a great week and suggested that perhaps André Latreille, Ombudsman for PSPC and Luc Begin, Ombudsman for SSC could be someone to contact regarding mental health issues.

Sister Doucet: She echoes everyone's comments and she expressed concerns regarding the 'upcoming strike'. She advised National Council that at the Pay Centre, most positions either have no position number or many people are sharing position numbers.

Also, Brother Drozdowski commented on the challenge of teleworking during the strike hours. He wanted to know if teleworking agreements would be automatically suspended.

Brother Howard stated that he would follow-up.

Sister Boone: She also echoes everyone concerns. Mental Health is an on-going problem and more needs to be done. Overall, a very good conference and she received positive feedback from her members on the conference.

Sister Parent: She stated that she is happy to be back to work and being involved with the union. She mentioned that we must be cognizant of the fact that not every Local is functioning at the same level. We need to have a standard message across the region. Management should not be looking at the quantity of work but at the quality especially when some members do not work full-time. More needs to be done with the EPMA process.

Sister Williams: She stated that overall it was a great week and that she enjoyed the Caucus meeting. It's beneficial to have the Locals get together and share ideals and find out what is happening in the regions. She also informed National Council that a Pilot program is in place in the Western Region called 'The Listening Ear', through the employer's EAOP. This pilot project could be helpful to our members.

Sister Fillion: She stated that this was a great week, very informative and she is hoping that in the future the RCM will have an Ombudsman

Brother Howard agreed that this would be beneficial. He suggested that putting pressure from both sides this could help to have an Ombudsman in place.

Brother Byrne: He expressed that he enjoyed the week and thanked National Council for their energy and passion in the work that Council does for members. A special thank you to Sister Thomas for organising the LPC.

Sister Rousseau: She thanked everyone for a great week. She also stated that Local 70019 NCR tried consultation with other unions (PIPS & CAPE) and they were not successful. They have returned to their previous process. Sister Rousseau also wanted to know why they were not consulted on the Essential agreements and why the process was not done correctly. Brother Howard stated that he would follow-up. Sister Rousseau expressed concerns on the topic of Mental Health. This is a topic that needs to be addressed.

Brother Roy: He thanked the staff for a job well done. He expressed concerns on comments made by National Council on compassion fatigue and if anyone needs help to contact him. Brother Roy is a trained EAP officer. He also stated that this is an issue that GSU will need to examine.

Sister Harding: She reminded National Council that it is the RVP's responsibility to distribute the GSU Priority Plan to Local Presidents unless stated otherwise. Sister Harding also mentioned that PSAC offers training on resolutions prior to Convention. She enjoyed the acting position as GSU NVP Equity Officer and thanked Brother Howard for the opportunity. Sister Harding is looking forward to co-chairing the equity meeting with Sister Bush in October 2019. She thanked Sister Thomas for a job well done.

Sister Stein requested a copy of the resolutions of records and a copy of the resolutions that were defeated from previous Conventions.

Brother Demers: He thanked everyone for a great week.

Brother Brunell: He thanked everyone for a great week. He noted that the same issues are occurring year after year – PIPS role, work description. Brother Brunell indicated that moving forward and how we decide to interact will make a difference in the future.

Brother Fleming: He stated that he enjoyed observing the meetings and the interaction between his brothers and sisters and that it was one of the best Local President's Conference that he ever attended.

Sister Proulx: This is the first time that Sister Proulx has attended the Local President's Conference. She stated that it was a great experience and she hopes to see everyone next year.

Brother Howard: He thanked the National Council, Local Presidents and Observers for their dedication and support. A special thank you to Brother Brunell, GSU Life Member and past National President for his inspiration and encouragement.

Lastly, Brother Howard thanked the staff, the interpretation, Freeman and everyone involved for an amazing week and for a job well done. He indicated that this was a great conference.

m/s Linda Harding / Nicole Rousseau

The meeting adjourned at 5:15 p.m.

Motion carried.

Recorded Votes

Legend 1. Yes 2. No 3. Abstain 4. Absent											
	Agenda	Minutes of February 19, 2019	Special Conference Call Minutes of July 25, 2019	GSU Priority Plan 2019- 2020	NP Report – Randy Howard	NVP& Equity Reports	RVP Reports	F7-2019 – Financial Audited Statements	F8-2019 – Appointment of Auditors	Finance Committee Report	Amend Regulation 5
Vote Number	1	2	3	4	5	6	7	8	9	10	11
Babcook, Martine	1	1	1	1	1	1	1	1	1	1	1
Bush, Kelly	4	4	4	4	4	4	4	4	4	4	4
Byrne, Gary	1	1	1	1	1	1	1	1	1	1	1
Cunning, David	1	1	3	1	1	1	1	1	1	1	1
Doucet, Shanny	1	1	1	1	1	1	1	1	1	1	1
Drozowski, Anthony	1	1	1	1	1	1	1	1	1	1	1
Fillion, Jeanette	1	3	3	1	1	1	1	1	1	1	1
Hamel, Mélanie	4	4	4	4	4	4	4	4	4	4	4
Hanson, Kevin	1	3	1	1	1	1	1	1	1	1	1
Harding, Linda (Acting NVP, Equity)	1	1	3	1	1	1	1	4	1	1	1
Ladouceur, Pascal	1	1	1	1	1	1	1	1	1	1	1
Parent, Michèle	1	3	3	1	1	1	1	1	1	1	1
Rawlins, Heather (Acting)	1	1	3	1	1	1	1	1	1	1	1
Robidoux, Marc (Acting)	1	3	3	1	1	1	1	1	1	1	1
Rousseau, Nicole	1	1	1	1	1	1	1	1	1	1	1
Roy, Bruce	1	1	1	1	1	1	1	1	1	1	1
Simard, Michelle (Acting)	1	3	1	1	1	1	1	1	1	1	1
Soubra Boone, Sue	1	1	1	1	1	1	1	1	1	1	1
Stein, Reni	1	1	1	1	1	1	1	1	1	1	1
Williams, Larissa	1	1	1	1	1	1	1	1	1	1	1
Howard, Randy	1	1	1	1	1	1	4	1	1	1	1

Leave: Robyn Thompson

Legend 1. Yes 2. No 3. Abstain 4. Absent	Policy 8 – GSU Bursary	By-laws Report	Communication Report	Equity Report	Local Development Report	Union Recognition Report	Young Workers 'Report	Ratification – GSU Cttees	Merger of Local 00026	Merger of Local 70015
Vote Number	12	13	14	15	16	17	18	19	20	21
Babcook, Martine	1	1	1	1	1	4	4	4	4	4
Bush, Kelly	4	4	4	4	4	4	4	4	4	4
Byrne, Gary	1	1	1	1	1	1	1	1	1	1
Cunning, David	1	1	1	1	1	1	1	1	1	1
Doucet, Shanny	1	1	1	1	1	1	1	1	1	1
Drozdzowski, Anthony	1	1	1	1	1	1	1	1	1	1
Fillion, Jeanette	1	1	1	1	1	1	1	1	1	1
Hamel, Mélanie	4	4	4	4	4	4	4	4	4	4
Hanson, Kevin	1	1	1	1	1	1	1	1	1	1
Harding, Linda (Acting NVP, Equity)	1	1	1	1	1	1	1	1	1	1
Ladouceur, Pascal	1	1	1	1	1	1	1	1	1	1
Parent, Michèle	1	1	1	1	1	1	1	1	1	1
Rawlins, Heather (Acting)	1	1	1	1	1	1	1	1	1	1
Robidoux, Marc (Acting)	4	1	1	1	1	1	1	1	1	1
Rousseau, Nicole	1	1	1	1	1	1	1	1	1	1
Roy, Bruce	1	1	1	1	1	1	1	1	1	1
Simard, Michelle (Acting)	4	1	1	1	1	1	1	1	1	1
Soubra Boone, Sue	1	1	1	1	1	1	1	1	1	1
Stein, Reni	1	1	1	1	1	1	1	1	1	1
Williams, Larissa	1	1	1	1	1	1	1	1	1	1
Howard, Randy	1	1	1	1	1	1	1	1	1	1

Leave: Robyn Thompson

Appendix 'A' – Agenda

GSU National Council Meeting

Friday, August 16, 2019 – Delta Hotel – Opus 1 Boardroom

Agenda

1. Call to Order 9:05 am
2. Approval of Agenda
3. Hours of Session
4. **Approval of Previous Minutes**
 - a) Minutes of February 19, 2019 (Hilton Lac Leamy)
 - b) Special Conference Call of July 25, 2019
5. **Business arising from the previous minutes**

Action items:

 - a) Update – Issues arising from LPC 2018 (GSU Priorities)
 - b) Update – P3 Fightback Campaign
 - c) Update – National Council Meeting 2020
6. **Officers' Reports**
 - a) National President's Report
 - b) National Vice-Presidents' Reports
 - c) Regional Vice-Presidents' Reports
7. **GSU Committee Reports**
 - a) Financial Review Committee
 - **Motions**
 - b) By-laws, Regulations and Policies Committee
 - **Motions**
 - i) Resolution (F5/2018)
 - ii) Bob Haywood Memorial Bursary
 - c) Communications Committee
 - d) Equity Committee

- e) Local Development Committee
- f) Union Recognition Committee
- g) Young Workers' Committee
- h) Collective Bargaining Committee (No report)
- i) Education Committee (No report)
- j) Standing Discipline Investigation Committee (No report)

8.GSU Standing Committees, appointments, ratification

- **Motion**

9. Other Business

- a) Issues arising from Local Presidents' Conference 2019
- b) Merger of Local 00026

- **Motion**

- c) Merger of Local 70015

- **Motion**

10. Round Table / Adjournment

Appendix « B » – Government Services Union Priorities Plan 2019-2020

1. Introduction

In September 2018, at the Local Presidents' Conference, GSU's National President asked that during their regional caucus, the delegates participated in a brainstorming exercise that aimed to establish a list of priorities for their region. The priorities of each region were analyzed and three key priorities were identified for GSU: *Communications, Engagement and Representation*.

Therefore, until the 2020 Convention, GSU will focus on these three key priorities. In order to do so, it is important for GSU to establish clear objectives and an action plan. Going forward, after each Convention, GSU will be developing a three-year plan - this will ensure that the organization streamline its effort and that we are all working towards common goals.

Strategic planning will also allow GSU to adjust to changes and realign its activities in an effort to address the key priorities.

2. Objectives

Priority 1: Communications: How to better communicate and improve communication between and among all levels of GSU.

Objective 1.1: Communicate clearly and consistently with its different audiences.

Objective 1.2.: Develop and implement processes that will facilitate communication between and among all levels of GSU.

Objective 1.3.: Develop and implement tools that will help keep members, elected officers and staff informed.

Priority 2: Engagement: How to make GSU more relevant, enhance engagement of its members and increase involvement of elected officers.

Objective 2.1.: Promote the Union as a means of attracting greater participation by members and elected officers.

Objective 2.2.: Develop continuing leadership and organizational capacity within the Union membership.

Priority 3: Representation: How to ensure that GSU members have access to an outstanding representation service, at all levels.

Objective 3.1: Create training opportunities for elected officers.

Objective 3.2: Develop or update existing tools and promote them.

Overall, the implementation of the plan will help:

- Increase understanding of GSU's roles and responsibilities;
- Increase overall satisfaction with the organization;
- Reduce complaints and increase goodwill;

- Increase overall engagement;
- Strengthen GSU relevance and raison d'être.

3. Target audiences

Identifying target audience is important as some activities will be tailored to be relevant to a specific group:

- Overall GSU membership
 - All GSU members, including elected officers
- Elected officers
 - All GSU elected officers, including Local representatives, Regional Vice Presidents, National Vice Presidents and National President
- Local Executives
 - Elected officers representing a GSU Local
- National Council
 - Regional Vice Presidents, National Vice Presidents and National President
- GSU National Office
 - GSU Staff

4. Mission, Vision, and Key Messages

Mission

The Government Services Union is here to ensure that the employers respect its members' rights as laid out in their collective agreements. We are dedicated to the education of our members and the improvement of our union.

Vision

GSU will seek to become more and more relevant to its members, growing in influence, loyalty and activism.

Key messages

It is not "I", it is "We".

It takes the support of each and every one of you to ensure the success of GSU.

5. Actions

1. Communications

Objective 1.1: Communicate clearly, fairly and consistently with its different audiences.

Actions	Target Audience	Responsibility	By When	Status
Develop communication standards and guidelines	GSU National Office Elected Officers	Communications Committee / National President	Summer 2019	Started May 2019

Objective 1.2.: Develop and implement processes that will facilitate communication between and among all levels of GSU.

Actions	Target Audience	Responsibility	By When	Status
Create a cheat sheet on who to contact at GSU based on query	National Council Elected Officers	National President	Spring 2019	Done and distributed in February 2019. Sheet to be updated on a regular basis.
Meetings 1) National President with National Vice-President (weekly) 2) National President with National Council (monthly) 3) RVPs with Local Presidents 4) Locals with members (one AGM/year)	National Council Elected Officers Overall membership	National President NVPs RVPs Local Presidents	Ongoing	1) Ongoing 2) Started in April 2019 and ongoing 3) TBC 4) To this date, all Locals but one had their AGM or have it scheduled

Objective 1.3.: Develop and implement tools that will help keep members, officers and staff informed.

Actions	Target Audience	Responsibility	By When	Status
Publish a quarterly newsletter: in spring, in the fall after the national Presidents' Conference, and at Christmas	Overall membership	National President	Ongoing	Started in December 2018 and ongoing
Develop "Best practice" guideline for information sharing	Elected officers	National President	Fall 2019	Not yet started
Review and redesign website	Overall membership	Communications Committee / National President	August 2019	Revamp started and on track
Develop templates for Local's webpages and bylaws	Local Executives	Communications Committee / National President	Summer 2019	Started June 2019
Update existing documents	Overall membership	Communications, Education, Local Development Committee / National President	Ongoing, 2020	In progress

2. Engagement

Objective 2.1: Promote the Union as a mean of attracting greater participation by members and officers.

Actions	Target Audience	Responsibility	By When	Status
Encourage members to stay up to date on topics and issues via GSU website and newsletter	Overall membership	Elected officers	Ongoing	Newsletter sent on a quarterly basis Website in progress
Promote to members the opportunity to be observers at the Local Presidents Conference and National Council meeting	Overall membership	Elected officers	Ongoing	Process in place, ongoing
Track Local's participation in regional events and reach out to Locals who don't participate	Overall membership	National President	Ongoing	Tracking not yet started
Hold a Local Presidents' Conference	Elected officers Overall membership	National President	August 2019	August 12 to 16, 2019
Organize a Young Worker Summit	Membership under 35	National President	Fall 2019	In progress Participants selected and registration starting.
Develop an online presence for GSU (Facebook, Twitter)	Overall membership	Communications Committee / National President	Winter 2020	Will start after website launch
Update existing documents	Overall membership	Communications, Education, Local Development Committee / National President	Ongoing, 2020	In progress

Objective 2.2: Develop continuing leadership and organizational capacity within the Union memberships

Actions	Target Audience	Responsibility	By When	Status
Review the composition of GSU internal committees	Elected officers Union activist	National President	Spring 2019	Done
Develop a proposal for an internship program for a GSU union activist to come work at GSU National Office <i>* This would be done in consultation with AEU and presented at the 2020 Convention</i>	Elected officers Union activist	Education Committee / National President	2020	Internal discussion started
Promote PSAC Education sessions	Overall membership	Education Committee / National President	Ongoing	Developing a specific section on new website
Develop a succession plan for GSU elected officers and activists	Overall membership	National Vice Presidents/ National President	Winter 2020	Not yet started
Develop a guide on how to run an AGM	Local Executives	Education Committee/ National President	Fall 2019	Not yet started
Develop a guide and roles and responsibilities of elected officers	Elected officers	Education Committee/ National President	Fall 2019	Not yet started
Survey the elected officers to identify Local needs	Elected officers	Local Development Committee / National President	Fall 2019	Not yet started

3. Representation

Objective 3.1: Create training opportunities for elected officers.

Actions	Target Audience	Responsibility	By When	Status
Promote PSAC Education sessions	Overall membership	Education Committee / National President	Ongoing	Developing a specific section on new website

Contact RVPs and Local executives who don't register to PSAC Education sessions to determine the issue and attempt to facilitate attendance, if possible	Elected officers	National President	Ongoing	Not yet started
Promote Memberlink and offer training	Elected officers	National President	Ongoing	In progress
Facilitate and Coordinate training opportunity with PSAC for Local executives	Local executives	National President	Ongoing	On going

Objective 3.2: Develop or update existing tools and promote them.

Actions	Target Audience	Responsibility	By When	Status
Review Memberlink training and update if needed	Elected officers	National President	Summer 2019	In progress
Survey the elected officers to identify education needs	Elected officers	Education Committee / National President	Fall 2019	Not yet started
Review the grievance toolbox on GSU website and update, if needed	Elected officers	National President	Summer 2019	In progress

6. Conclusion

This two-year Plan is a first step in realigning and revitalizing GSU's efforts and it is important to understand that this is process – therefore, the plan should be evaluated and refined on an ongoing basis to adjust to the environment in which it will evolve. Engagement of elected officers, national council members, committee members and national office will be key in the success of this plan – everyone needs to be fully involved and committed in the achievement of GSU's objectives and willing to work together towards common goals.

Appendix 'C' – Report of the National President

Randy Howard

GSU Local Presidents' Conference and National Council August 2019, Montreal QC

In accordance with Government Services Union By-laws, I hereby submit my report.

GSU National Office

At the center of every organization are the Brothers and Sisters who do the work of supporting the membership, the Locals and National Council. I am so proud of the dedication shown each and every day by the entire GSU National Office Staff. Not only do they provide the necessary administrative support, but they “care” about the elected officers and volunteers within GSU. On many occasions since being elected National President, I have witnessed GSU National Office staff going above and beyond what would be required, simply to “help out” a member. They have all been instrumental in support of GSU, delivering day-to-day operations. I would like to give a special acknowledgement to Sister Maria Thomas, the Executive Assistant to the National President. Maria is now the longest serving GSU staff member in the office and her corporate knowledge and experiences have kept us on track and focused on daily priorities. I am truly thankful for her dedication and support.

GSU Finances

Under the guidance and oversight of Sister Monique Desrosiers, our GSU Finance and Administration Officer, our finances are closely monitored with daily oversight and the required administrative and internal system controls to ensure accurate reporting and accountability. Payables, dues rebates, payroll, various reconciliations, investments and financial statements form a major part of the activities and responsibilities by the GSU Finance section.

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

The December 31, 2018 fiscal year was a very good year in many aspects, as you will see once the GSU National Financial Review Committee presents their report to National Council. We were able to remain fiscally responsible and operate within budget. The 2018 surplus is higher than budgeted due to an increase in members, and as a result, an increase in membership dues; we account for the increase in membership, mostly from the

Phoenix debacle, which has not been completely resolved, but we are starting to see some results, due to the hard work and diligence of the PSAC membership team. For example, the average # of members in 2017 was 7,531, compared to the average # of members in 2018 of 8,107; this is an increase of 576 members, which were not forecasted in our budget as we could not anticipate the numbers or the time that this ongoing endeavor would take.

In 2019-20, I am told that the Finance team has a goal, and that is to improve and provide better financial service and assistance to our members and to our locals!

We continue to strive to better our reporting methods and to maintain financial transparency. Again, the GSU National Financial Review Committee will present to National Council, the Audited Financial Statements as at December 31, 2018, which are audited by an outside professional auditing firm, Andrews & Co., to ensure that our financial reporting is accurate, transparent and follows Generally Accepted Accounting Principles.

Government Services Union – Employers

All three Employers have had changes in leadership. Bill Matthews is now the Deputy Minister Public Service and Procurement Canada, Marie Lemay is President, Royal Canadian Mint and Paul Glover is President, Shared Services Canada.

In upcoming meetings, we want to revisit the agreement on joint consultation with all three leaders. We want to ensure the principles of joint consultation are adhered to moving forward.

Shared Services Canada

Although seven years have passed since the creation of SSC, stabilization has yet to be established. With the appointment of Paul Glover as President SSC, we are optimistic that he will bring stability, identity and reliability to the organization. We are hopeful our members will start to feel the department is approaching a normal level.

Regardless, we still have many issues relating to National Consultation vs Regional and how Branch Consultation is proceeding within SSC Nationally.

As with all departments, SSC is continuing their work on their “Organizational Group Structure” that was negotiated in our last contract. We share a cooperative and supportive role with our Brothers and Sisters at PIPSC, and I want to encourage National Council to continue to build on that relationship as it supports both organizations and our memberships.

Royal Canadian Mint

Marie Lemay was appointed President of The Royal Canadian Mint and we are hopeful she will bring her philosophy on consultation gained as Deputy Minister, PSPC to this very stoic Employer. Our Bargaining Team is still at the table and we wish them all the success in obtaining a collective agreement for the members within the three GSU Locals at RCM.

Some members of The Royal Canadian Mint-Ottawa were terminated earlier this year and the Local Executive 70024 and GSU were able to minimize the loss of positions. Incentive packages were provided to members based on years of service and age. This allowed some members to remain employed with the RCM. We encourage all RCM elected officers to continue to push the RCM to engage in a proactive consultative process and to support labour/management consultation.

Public Services Procurement Canada

All matters relating to Phoenix fall within PSPC and this remains the most stressful time for our members because of the Government of Canada's Pay Transformation. Not only are there pay issues for many public service workers but the community of Compensation Advisors, our GSU Brothers and Sisters, continue working under immense pressure to ensure timely payroll every two weeks. The dedication of this incredible group of Compensation Advisors across Canada, working in less than ideal conditions with less than ideal "tools", surpasses any commitment that I have seen in my career.

The division of Accounting Banking and Compensation (ABCB) has created issues with consultation. When we meet with the Deputy Minister we will highlight the need to re-establish the consultation committees. These committees are essential to ensuring our members' rights are protected and the Employer is providing a safe and healthy work environment.

Real Property continues in its long-term approach of divesting itself of its long-held mandate of property management as it leverages the private sector to manage federal assets. Real Property has set its course for the future both in its management of current assets and to the future of project management relationships.

We continue to work with the department on the Workforce Adjustment committee for our members working at the Cliff Heat Plant. Twenty-three members will eventually have their positions abolished as the GC implements the change from steam to hot water heating and cooling.

Changes like Workplace Renewal Initiatives, GCcoworking and telework are causing issues for our Locals and elected officers as they attempt to engage the membership.

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

I would ask that you continue to engage your members and support our bargaining teams. We have not reached a tentative agreement and we don't anticipate having a new collective agreement before the upcoming October election. We ask you to continue to lobby your Member of Parliament and ask them what they will do for Public Service Workers.

In closing, I want to thank each one of you for the work you are doing for your Locals and members. The work you do ensures our members are provided a safe and healthy workplace. I look forward in working with each one of you over the next year.

In Solidarity,

Randy Howard
National President
Government Services Union, PSAC

Appendix 'D' – Report of the National Vice-President, Martine Babcook

Since my last report there have been many changes to National Council, Sister Lori Walton now works as a PSAC Representative for Ontario and Sister Kelly Bush is on leave. Brother Bruce Roy was elected on February 19, 2019 replacing Sister Walton's vacancy and Sister Linda Harding is now acting in the role of NVP Equity. We continue to have conference calls with Brother Howard on a weekly schedule to touch base in what's going on in our respective regions but also in our Committee roles. We all attend the National Health & Safety Policy Committee meetings and the most recent topic has been the legalization of cannabis, and the continued talks regarding the training on boilers and pressure vessels. We also attend the National Consultation meetings with the new Deputy Minister Bill Mathews and no surprise the recurring Phoenix issues and Mental Health are standing items. I also sit on the Pay Administration Branch consultation with Brother Howard, Sister Doucet, Brother Colterman and Brother O'Neil where discussion of pay centre issues are brought up. Real Property Branch is another one I attend with Brother Howard and Sister Rousseau and issues on RP1 and refits in the workplace are discussed. Receiver General and Pension Branch is another one I attend with Brother Howard, Brother Roy, Brother Colterman, Brother Leblanc, Sister Doucet and Sister Hamel. Pension and cheque production issues are discussed.

Meetings I have attended in 2018 to date since last report

- November 13, 2018 Real Property Branch (RPB)
- December 4, 2018 National Consultation Meeting
- December 11, 2018 National Health & Safety Committee Meeting
- February 5, 2019 Yellowknife Annual General Meeting (AGM)
- February 7, 2019 Receiver General Pension Branch consultation
- February 12 to 15, 2019 National Board of Directors Meeting
- February 19, 2019 National Council Meeting
- March 19, 2019 National Health & Safety Committee Meeting
- April 10, 2019 Real Property Consultation
- April 12, 2019 Acquisitions Program Labour Management Consultation
- April 16, 2019 Pay Administration Branch Consultation
- June 4-5, 2019 Finance Review Committee Meeting
- June 11, 2019 National Health & Safety Policy Committee Meeting

I chair the GSU Finance Committee and my report is attached under committee reports.

I chair the Communication Committee and my report is attached under committee reports.

I chair the Standing Discipline Committee and no report is attached as no issues have been brought forward to the committee.

I chair the Collective Bargaining Committee and no report is provided as we are presently in negotiations and updates are posted on the PSAC website.

In closing, I would like to thank all the members who have taken a role in GSU as a volunteer and having a full-time job with PSPC, I know this may be challenging at times but I'm available to help you in any way I can.

I would like to acknowledge the GSU staff who work tirelessly keeping us on track, and as on every report I thank my husband Darcy who has always supported me in my Union role.

In Solidarity,

Martine

Appendix ‘D’ – Report of the National Vice-President, Bruce Roy

Comrades, Sisters and Brothers:

It is my pleasure to submit this report, as National Vice-President, to the GSU National Council.

One of my first orders of business was and still is supporting our sisters, brothers and friends on the PSAC “The Heat is on” campaign.

- Public awareness session and
- Media events

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

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

For more information, I encourage you to visit PSAC website. For your convenience I’ve attached the link below:

<http://psacunion.ca/psac-launches-heat-campaign-stop-contracting-out>

I am sitting on following Committees on behalf of GSU:

- Shared Services Canada (SSC) National Union Consultation Committee
- SSC Human Resources National Consultation Committee
- SSC Workplace Working Group
- SSC Mental Health Committee
- SSC Branch Labour-Management Consultation Committee (BLMCC)
- Public Services and Procurement Canada (PSPC) National Labour-Management Consultation Committee GSU (PSAC)-PIPSC-CAPE
- PSPC National Health and Safety Policy Committee (NHSPC)
- PSPC Workplace Renewal Initiative consultations

Also, I am honored to Mentor GSU Young Workers Committee as well as the Chair of GSU Education Committee.

In my experience at the National Consultations, we have been stern and respectful. This allows us to gain important ground on behalf of the members of this great Union. We must continue to be strong and united. We must assert ourselves and continue to influence the decision makers from our various employers. When a GSU officer is at a consultation table, we should be leaders and the main point of consideration. I have been assigned the Shared Services Canada portfolio. I have only had the pleasure of attending one National Consultation at the time of writing this report. I have the sense

that I can contribute in a positive way. I hope to make important strides, in unifying our approach to these extremely valuable consultations. Our members have elected me to be their voice, and I will complete that mandate. GSU will be a force in the SSC.

Mentoring, mentoring and mentoring local and regional officers is the most important part of our duties. In order to maintain a high level of representation for our members, we must continue to ensure that our Local Officers are mentored. This includes: running the business of the local; attending the proper PSAC training; properly chairing an Annual General Meeting; holding regular Local Executive meeting; and enforcing the collective agreements. In addition, understanding their role:

- in the PSAC,
- the PSAC Regional and
- the Components.

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

a) Additional Activities

- First Aid Mental Health – Mental Health Commission of Canada
- The Importance of LGBTQ2 Pride in the Workplace
- February 21, 2019
 - AGM 70013
 - AGM 70023
- February 27, 2019
 - AGM 70020
- February 28, 2019 Day of Action Phoenix rally.

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

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

In closing, I would like to acknowledge Brothers Daniel Charon and Jim McQuaid. Daniel who retired last winter and Jim who will be retiring very soon. I have been very fortunate to work with both Daniel and Jim for several years. They have both had such a positive impact on me.

On behalf of our members, I want to thank you my friends for being so dedicated to us. We are certainly going to miss you. Although I am envious, I wish you both a long, healthy and happy retirement.

Respectfully submitted

Bruce Roy

National Vice-President - GSU

Appendix 'D' – Report of Linda Harding, A/National Vice-President Equity

Regional Vice President, Pacific Region

National Council Meeting, August 2019

Until assuming the NVP-Equity role, I have continued to co-chair the Regional Health and Safety Committee meetings as well as attending the Regional Labour Union Management Consultation Committee meetings.

I continue to be part of the calls/meetings with regards to our Border Crossing members. As I previously advised, the crossings will be part of the RP 1 contract effective September 1st and therefore managed by BGIS. Over the next few weeks (July) there will be individual meetings with each of our affected indeterminate members. While the department still says this is not a Work Force Adjustment (WFA) issue, I disagree and have been pushing the employer to establish a WFA Committee.

I have attended a National Mental Health Working Group meeting but unfortunately the second meeting was at the same time as the National Health and Safety Policy Committee meeting. Some interesting items of note from this meeting:

- NCR has had issues obtaining facilitators for the Mental Health in the Workplace JLP course. However, it was noted by others on the call that there are quite a number who have been trained and available and haven't been asked.
- There will be a redesign of the exit survey. The current one has had little uptake (only 5%) and most of the issues were Labour Relations related. The new survey target date is fall 2019.

I have attended a number of NVP conference calls over the last couple of months. These calls are useful and gives me an insight on what the other NVPs are working on.

I attended the National Health and Safety Policy Committee meeting in June along with Brother Howard and Sister Babcook. A lot of information was distributed to us and I had to opportunity to provide feedback on a number of the topics. Discussion around the implementation of Bill C-65 is extremely important to our members. This Bill leads to a new Departmental Harassment and Violence Policy. Finally, the department is taking our concerns seriously.

I am also working with Sister Barrette, Sister Thomas and Sister Bush to plan our in-person meeting scheduled for the fall. A call has gone out to the committee for agenda items for this meeting.

With my PSAC hat, I have attended the monthly BC Federation of Labour Standing Committee on H&S as well as the quarterly H&S Advisory meetings with the BC Federation of Labour. In December, I chaired my second PSAC Regional H&S

Conference. It was a huge success, and everyone was happy with the workshops and guest speakers. I am now part of the Steering Committee organizing the next PSAC National H&S Conference which is scheduled for Nov 29 – Dec1, 2019.

I am also the representative on the United Way of the Lower Mainland Executive Cabinet and the Canadian Congress Labour Cabinet (CCLC) which hold monthly meeting. I try to make them all, but travel does make difficult at times.

In closing, I would like to thank the staff at GSU. Sister Maria Thomas, thank you for all that you do for our travel bookings. This is not an easy job. To Sister Michelle Simard for stepping into the RVP role while I am on assignment, and Sister Melissa Marche for stepping into the Local President's role. You definitely make my job easier and thank you both for stepping in and replacing me at various times over the past year.

Respectfully submitted,

Linda Harding

October 4, 2018	Government of Canada Workplace Charitable Campaign (GCWCC), representing PSAC
October 10, 2018	CCLC meeting
October 22-26, 2019	Federal Public Sector Labour Relations and Employment Board training representing GSU
November 2-3, 2018	PSAC BC Regional Council meeting
November 6, 2018	PSAC BC Regional H&S Conference planning conference call
November 21, 2018	United Way Labour Appreciation Awards
December 4, 2018	PSAC BC Regional Health & Safety meeting (BRUSH)
December 11, 2018	Campaign Associated Luncheon
December 12, 2018	BC Fed H&S Standing Committee all-day meeting
December 14-16, 2018	PSAC BC Regional H&S Conference
Jan 2-4, 2019	Annual Leave
February 13, 2019	PSAC National H&S Conference planning meeting conference call

February 19, 2019	National Council meeting – Ottawa
February 21, 2019	Union meeting with the Ombudsman - Vancouver
February 26, 2019	Pacific Region Leadership Forum
March 4, 2019	GCWCC 2019 Campaign meeting
March 6, 2019	CCLC Meeting
March 8, 2019	UWLM Cabinet meeting
March 10-12, 2019	PSAC National H&S Conference planning in-person meeting
March 19, 2019	GSU Local 20008 AGM
March 22, 2019	PSPC Regional H&S Meeting PSPC Regional Union Management meeting
March 27, 2019	CBSA transition to RP 1 contract meeting BC Federation of Labour H&S Standing Committee meeting
April 3, 2019	CCLC meeting BRUSH AGM
April 10, 2019	Mental Health Working Group Conference call
April 11, 2019	National Council Conference call
April 23, 2019	United Way Spirit Awards
April 24, 2019	UWLM Cabinet meeting BC Fed H&S Standing Committee meeting
April 28, 2019	First Aid Training
April 26-27, 2019	PSAC BC Regional Council meetings
April 28, 2019	Spoke at the New Westminster Day of Mourning Ceremony

April 20, 2019	NVP Conference call
May 2, 2019	Local 20008 Executive Meeting
May 7, 2019	NVP Conference call
May 10, 2019	RP-1 Contract Overview meeting
May 14, 2019	NVP Conference call
May 16, 2019	National Council Conference call
May 22, 2019	BC Fed H&S Standing Committee meeting
May 27, 2019	Equity Meeting Discussion Conference call
June 4-5, 2019	GSU Finance Committee meeting
June 6, 2019	GSU Equity Committee planning conference call
June 10, 2019	Pre-Brief PSPC National Health & Safety Policy Committee meeting PSPC National Health & Safety Policy Committee meeting
June 14, 2019	Persons with Disabilities Network Conference call

Meetings that will take place by our in-person meeting:

June 28, 2019	NVP Conference call
June 26, 2019	BC Fed H&S Standing Committee meeting BRUSH meeting
July 3, 2019	PSPC National Labour Union Management Consultation Committee meeting
July 11, 2019	PSAC BC Regional Council Conference call
July 24, 2019	BC Fed H&S Standing Committee meeting

RVP, Vancouver and the Lower Mainland

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

Greetings to all my Fellow Union Brothers and Sisters,

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

Writing these reports allows me the opportunity to reflect on the past year's activities and as usual, it has been a busy and challenging year, like every year. There are several reasons for the workload being so high but, in the end, our members simply require our services on a wide variety of issues more than ever. The most common issues have been with concerns relating to inaccurate and/or incomplete work descriptions, harassment, discipline, and accommodation issues. Last, but not least "Phoenix" issues.

The Toronto Local is very busy with grievances, and it is still undergoing Workplace Modernization which will significantly change the ways in which our members perform their work and responsibilities. But our members are getting in there, and they started to adapt to the challenge of the new ways of working.

The London Local Executive remain the same with some minor issues. Due to not having quorum, or interest of the Kingston/Belleville Local members, there has not been an election. They are still without an Executive and that is something that needs to be discussed again with GSU and my fellow RVP, David Cuning.

My role as co-chair of the Regional Occupational Health and Safety Committee has been a very interesting role. I am a member of the RDG Anti Harassment Panel; I sit on the Ontario Region Psychological Health and Safety Committee (ORPHSC), as well as being a member of the Accessibility Consultation Committee. Within GSU, I am a member of GSU's Equity Committee, and the By-Laws Committee.

I have been visiting hotels in the greater Toronto region to check the accessibility before PSAC sign agreements with them for training and conferences. I also participate with the NHRC, Working group for Members with Disabilities via conference calls, or in person. I attend PSAC Area Council Meetings and Human Rights Meetings whenever possible and attend the PSAC Ontario Regional Council Meetings as a Member with Disabilities Rep., (at no additional cost to GSU). I continue to attend PSAC Training when available and I utilize the PSAC Online Training modules to continue my own union education.

Lastly, I would like to thank brother David Cuning for his support, advice and respect that he has provided me throughout this year. Additionally, I would like to thank all the Local Executive members in Ontario Region, especially Sister Azra Jusuf, the Local President for the hard work she has been doing for the members, and the GSU National Council and the GSU staff for their on-going support.

Thank You.

In Solidarity,

Sue Soubra Boone, May 2019

Appendix 'E' – Report of the Regional Vice-President, Gary Byrne

Newfoundland and Labrador

As of January 1, 2019, I have taken over the position of Regional Vice-President for GSU Local 90011 from Bill Walsh. Since taking over the position, I have attended the following events:

- The GSU National Council meeting in Ottawa in February
- The AGM for Local 90011, attended by GSU President Randy Howard, in February
- I assisted in laying the wreath alongside GSU 90011 President, Leanne Moss, on the National Day of Mourning
- The SV bargaining update provided by PSAC at the Alt Hotel in St. John's in June
- The Regional RLMCC/ROSH meetings in Halifax in June
- The monthly RVP conference call meetings with my Regional Director, Kelly Walker

The purpose of the conference calls was that Kelly Walker wanted to become more engaged with the Atlantic representatives and assist with any issues or concerns from the RVPs throughout Atlantic Canada.

In solidarity,

Gary Byrne

Appendix 'E' – Report of the Regional Vice-President, David Cuning

Ontario Region

Yearly Report

2019-06-27

It is more challenging than ever to find time to dedicate to Union matters while dealing with increased workload pressures and the limitations of time and reasons why we can meet with members. It's not just the increased workload, but also the increase in the number of stressed members we're meeting with. I am grateful for the tremendous support I receive from Sue Soubra-Boone and the Local Executives in meeting with and representing members.

The London Local had their AGM in June and re-elected the same executive of Debi Bannon as President, Leslie Quinton as Vice-President, and Colleen Delong as Secretary-Treasurer.

Unfortunately, efforts to revive Local 00026 (Kingston/Belleville) were unsuccessful as we could not get 3 members interested in forming a local. Consequently, Local 00026 is now closed and those members are transferred over to Local 00027 mainly based in Toronto.

The Toronto Local is still undergoing a Workplace Modernization which is significantly changing the ways in which our members perform their work and responsibilities. Members also feel bombarded by the number of changes occurring. Other hot issues are Work Descriptions, workloads, Performance Review complaints and of course, Pay problems.

I have continued my role as co-chair of the Regional Union Management Committee and Regional Health and Safety Committee as well as being an advisor in our Region's Harassment Advisory Committee. Our Harassment Advisory Committee has been so successful that it is a model for the Government that other Regions and Departments will use to create their own committees.

We continue to have a good relationship with the majority of PSPC Management and HR and try to work together to identify and resolve situations. There have been several workplace assessments performed in different directorates with a goal of identifying problems and looking at recommendations for resolutions. Working with SSC Management and HR is much more challenging, and their lack of engagement and constant delays are frustrating.

Within GSU I am a member of our Local Development Committee and the chair of the By-Laws Committee.

I look forward to seeing everyone in Montreal.

In solidarity,

David

Appendix 'E' – Report of the Regional Vice-President, Shanny Doucet

New-Brunswick and Prince Edward Island

Report for the Period of August 2018 to May 2019.

I represent members of 4 locals in NB & PE, which are located in Moncton, Shediac, Miramichi and Charlottetown. The members are spread out in different locations within those 4 cities. Again, since the implementation of Phoenix, the lists of membership produced don't reflect the reality. Especially when we see month after month that our membership lists are reducing and during LMCC with the department, we are told that they continue to hire month after month and that our local executive have those members sign membership cards. Our members need to understand that it is not a PSAC problem but a Phoenix problem and more so HR to Pay that doesn't send the BUD code to PSAC and without that code, PSAC cannot input the data in Unionware. Even if "we" the union representative try to explain that, the members will continue to fill out cards (some sign every month) until an official memo is distributed by PSAC.

Local 60009 Moncton (Real Property Branch, Shared Services Canada and Pay Office):

This local is functioning well now that we have shop stewards in all of our buildings except one. The local president continues to try to build relationship with the new management of the Pay Satellite Office. This has been a little bit of a challenge for both the president and I. Most of their management are in interim roles and each individual has a different understanding of our roles. We now know that they had been housing employees at the University Campus since April 2017 but never advised us and we had to find out by members. We have been asking for access to those locals without success. At first, they were telling us they were students and then we found out they were not paid as students but as terms, therefore they would be members. This local is showing 88 members on the list but, in reality, has closer to 400 members.

Local 90031 Charlottetown (Real Property Branch, Shared Services Canada and Pay Office):

The local had their AGM on March 27th, 2018. The executive is now in place with the President, Vice-President and Secretary/Treasurer. The local President is currently on leave; therefore, the Vice-President is assuming the role of President until her return scheduled for October 2019. The local is still showing only 40 members but we have at least 94 members. As you can see the local has grown considerably and I will continue to work with the executive and try to engage members.

Local 60018 Shediac (Pension Centre, Pay Office):

This local has well over 900 members working in 4 different buildings in Shediac, NB. These members work for the Government of Canada Pension Centre and Pay Satellite Office. Consultation and information sharing between Union and Management has been the key to keeping the amount of grievances at a very low level.

The members at the Pension Centre continue to pay pensions even though they have some issues with Pay and must do some risk management. They still have 55 pension experts doing data clean up full-time in order to pay pensions. There are still well over 100 different work arounds that our pension experts and pension assistants have to do on a daily basis in order to pay everybody accurately and on time.

Local 60011 Miramichi (Pay Centre):

This local has well over 900 members located in 3 different buildings in Miramichi, NB. This local has doubled in membership in the last year and a half and they continue to grow. They have a good executive and shop stewards who want nothing more than to help their members. I attended the Local AGM on March 28th.

I still continue to try to sort through the large number of grievances that are at different levels. Some date as far back at April 2014. Local executives, Stewards, Labour Relations Officers, Management and RVPs have changed. I would like to remind everybody the importance of keeping all documentations, Grievance Forms and Transmittal forms as currently there are some grievances at third level that I don't even know how they got to third level as I cannot find any Grievance or Transmittal forms. I would also like to mention that not everything is subject to grievance.

The National Committee I sit on is the Union Recognition Committee, I am the Chair of the Committee and I have submitted a separate report for that committee. I am also a member of the GSU Equity Committee. I sit on the Regional OSH Committee and the Regional LMCC; we meet every quarter in Halifax, NS. Consultation with the employer at the National level were held as scheduled for PAB and RGPB. I continue to participate in consultation with both Branches. The focus of the consultations continues to be Phoenix and now we have added Telework discussions. Pilots were launched with both the Pension Centre and the Pay Centre in the spring of 2018. The Pilot seems to be going very well with little adjustments that had to be made. Since then the telework has been expanding. The telephony groups at the Pension Centre can now be part of the telework agreement at 1 day per 4 weeks schedule, which means for that 1 day, they can work from home doing other tasks than being assigned to the telephone.

I am greatly involved with PSAC at the Regional level. I am the Director for Francophone members on the PSAC Atlantic Council. On Council, I am a member of the Women's Committee and I am also the Co-Chair of the Education Committee. I am

also involved with the New-Brunswick Federation of Labour. I am the Vice-President with the portfolio for Women's issues (Women, Pay Equity and Childcare). I am also the Co-Chair of the Pay Equity Working Group with the Associate Deputy Minister of the Women's Equality Branch from the Executive Council Office of the Government of NB. I am on National Working Group on Pay Equity with the CLC as the NB Representative. I also participate as a Facilitator and Chaperone at the NBFL Blair Doucet Youth Summer Camp. This camp is for Youth from grade 9 to 12, with at least one parent working in a unionized environment that is affiliated with the NBFL. We give different workshops on labour, unions and OSH. After graduation, the Youth will get a 250\$ bursary for each year they participated at camp.

I want to thank the Local Executives for their continued support for the members. I also want to thank the members of the National Council for their support.

Respectfully submitted,

Shanny Doucet

RVP NB&PE

December 2018

- 11-13 PSAC Internal Investigation Training
- 14 PSAC Social at Magnetic Zoo, organized by the PSAC Area Council
- 19 Festive Gathering, Local 60018, Shediac NB
- 20 LMCC Local 60011, Miramichi NB

January 2019

- 9 NBFL Inner Executive Meeting
- 23 UMCC Local 60018, Shediac NB
- 24 General Meeting, Local 60018, Shediac NB
- 24 PSAC Regional Women's Committee Meeting
- 25 LMCC Local 60011, Miramichi NB
- 28 LMCC Local 90031, Charlottetown PE
- 29 PSAC Human Rights Committee AGM (Treasurer of the committee)

February 2019

- 7 RGPB/GSU Consultation meeting, Ottawa ON
- 11 PSAC Human Rights Committee Meeting
- 12 PSAC Regional Women's Committee Meeting
- 19 GSU National Council Meeting, Ottawa ON
- 20 UMCC Local 60018, Shediac NB
- 21-22 NBFL Council Meeting, Shediac NB
- 25-26 CLC Lobby Day, Ottawa ON

March 2019

- 1 PSAC Bargaining Update, Local 60018, Shediac NB
- 8 International Women's Day Event, Wine & Cheese with Silent Auction, PSAC Area Council (Co-hosted the event)
- 12-13 RLMCC & ROSH, Halifax NS
- 14 NBFL Inner Executive Meeting
- 25 UMCC Local 60018, Shediac NB
- 26 PSAC Telephone Townhall (English and French)
- 27 Local 90031, AGM, Charlottetown PE
- 28 Local 60011, AGM, Miramichi NB

April 2019

- 10 NBFL Inner Executive Meeting
- 10 Local 60009, meeting new employees, Moncton NB
- 11 GSU National Council Conference Call
- 16 PAB/GSU Consultation Meeting, Ottawa ON
- 17 DCL CHEA General Meeting, Moncton NB
- 18 LMCC Local 60011, Miramichi NB

- 24 UMCC Local 60018, Shediac NB
- 27 Rally “Together for Tomorrow’s Jobs”, Saint John NB

May 2019

- 11 USW 7085, Visit to the picket line to show Solidarity, Belledune NB
- 16 GSU National Council Conference Call
- 24-29 NBFL Convention, Edmundston NB

June 2019

- 1-2 PSAC Atlantic Council meeting, Charlottetown PE
- 7-9 PSAC Regional Health and Safety Conference, Moncton NB (as Observer)

Positions:

- GSU RVP NB&PE
- GSU Chair of the Union Recognition Program
- GSU Member of the Discipline Committee
- NBFL VP Women
- NBFL, Co-chair NB Pay Equity Working Group
- PSAC Atlantic Council, Director for Francophone members
- PSAC Atlantic Council, Co-Chair Education Committee
- PSAC Atlantic Council, Member Women’s Committee
- PSAC Area Council Greater Moncton, Member
- PSAC Women’s Committee Greater Moncton, Member
- PSAC Human Rights Greater Moncton, Treasurer
- CLC National Pay Equity Working Group, Member
- NB Pay Equity Coalition, Member

Appendix 'E' – Report of the Regional Vice-President, Anthony Drozdowski Nova Scotia

Sisters and Brothers:

Our Collective Agreements are expired, and as of the date of this report, the collective bargaining is still underway. I have been actively involved with the regional PSAC office in support of our bargaining team and mobilization of our members. Since the last Local Presidents' Conference, I have actively worked with the National Council representing our members and consulting with the employer. One of the recent highlights is the Vacation Leave Entitlements and Severance Pay policy grievance I brought forth. The said policy has been in direct violation of our collective agreements resulting in denial of leave credits for some of our members. PSAC has taken on representation of this policy grievance while the GSU has supported our members seeking correction of their leave credit discrepancies. The grieved policy can be found at:

<https://www.canada.ca/en/treasury-board-secretariat/services/information-notice/vac-leave-entitlements-severance-pay.html>

I attend Regional Labour Management meetings and Regional Health and Safety meetings. On the latter front, I have Co-Chaired the committee. In that role, I have maintained the ongoing consultation with the Mental Health Ombudsman to promote awareness and resolution of mental health issues in the Atlantic Region. I am proud to report successful resolution of some of the challenges brought forth to the Ombudsman's attention. I successfully negotiated amendments to improve the Hazardous Occurrence Incident Report (HOIR) form used to document injuries in the workplace. The amended form is approved and available for use by our Health and Safety committees. I am proud to report the successful resolution of all workplace safety situations brought to our attention and an ongoing increase in the number of certified first aiders. I also successfully negotiated an AED pilot project as a result of which the defibrillator machines are to be installed in some of our regional buildings. On the Regional Labor Management Consultation front, I have worked with my regional counterparts Gary and Shanny to table and resolve issues brought forth by our Locals. Through our honesty, transparency, and assertiveness, we continue to build the professional relationship with the regional management team in the Atlantic.

I would like to thank Randy Howard for his ongoing support and Gary and Shanny for their dedicated collaboration.

Respectfully submitted

Anthony Drozdowski

RVP, Nova Scotia

Appendix 'E' – Report of the Regional Vice-President, Jeanette Fillion Royal Canadian Mint

Locals: 50057/50058/70024

Since my coming on board in early March, we have been able to get a lot of momentum in getting our back log of Grievances heard at 2nd level.

We have even fast tracked some new and important ones having to do with Return to Work Policies and Sick time. Much work still needs to be done and we have meetings set up until early fall of this year. My hope is that we can take advantage of the great work that Craig Spencer has put forth and continue this path. I also feel we have more communication between the Locals and that the Presidents are working together on our common goals. I plan to build on this and to continue our sharing of information within our locals. There have been a few issues of The Mint not recognizing the RVP position, but I am confident we will have this ironed out soon as there are some meetings with management in the coming week. I am just starting to get my feet wet, but I am enjoying the journey and the challenges associated with this. Much thanks and appreciation to all my Locals and Component for their continued support and confidence and I look forward to the next year.

Jeanette Fillion

Appendix 'E' – Report of the Regional Vice-President, Kevin Hanson
National Capital Region (NCR)
March 2019 – Present

I am excited to present my first report to the National Council as Regional Vice-President (RVP) of the National Capital Region (NCR). My tenure as RVP started with a bang, as I was given the portfolio of two Locals that fall within Public Services and Procurement Canada (PSPC); Local 70023 and Local 70055. As some of you may know, local 70023 is currently going through a P3 contract award, where a Work Force Adjustment (WFA) has been identified and members of the GSU have been affected by this Public/Private partnership contract. The PSAC regional representatives have created a campaign called the 'Heat Is On' to spread the dissatisfaction in regards to the privatization of the Cliff Heating Plant, and I was able to participate in a plant-gate exercise to obtain signatures from the public to support the campaign. I continue to meet with Local 70023 President Paul Paquette monthly, who has been an integral part of safeguarding the rights of his members. My goal is to ensure he is well supported through this apprehensive privatization of the Cliff Heating Plant where these members' jobs are being lost to the private sector. I would encourage and recommend that the GSU work proactively to identify these kinds of P3 contracts in the future, so that we are able to educate and support our members as well as ensure the employers are following the provisions set out in our Collective Agreements. I believe a more robust Labour Management Consultation meeting with more time, material, analytics and better record keeping practices of previous LMCC notes, is needed to prepare us to use the Articles in our Collective Agreements within these consultation meetings.

The other Local that falls under my portfolio is Local 70055. The challenges that I must overcome in oversight of this Local is that I must travel to numerous different geographic locations across the NCR when meeting members and employers because of the sporadic separation of all the members who fall within this Local. On the contrary, because of the high number of members that fall within Local 70055, the Local has had the opportunity to create a very healthy budget and is hoping to support members through more events, donations of prizes and education type opportunities and to partner up with employer representatives to illustrate comradeship in support for the union. Because of this ideology, some of the employer representatives have been more susceptible to the Local executive's advice and vision, which has created a harmonious relationship. I have worked closely with the interim president, Edith Germain, whose nurturing tendencies allow her to stand up for the rights of the members in the Local. On the contrary to harmony, the Local does not feel there is enough qualitative Labour Management Consultations where our tools, such as the Collective Agreement Articles and Employer Policies/Directives, are used to remind the employer that there is a consistent pattern of negligence based on the avoidance of certain labour provisions. As a few recommendations, the Local would like a list of workplace addresses where local

70055 members are located so that we can connect with these members. Furthermore, a bigger onus on planning with the important union stakeholders for the Labour Management Consultations is needed through creating Terms of References with employer representatives and so that these consultations are healthy and productive.

In conclusion, I am working with the GSU's Young Workers Committee in building the first GSU Young Works Summit and am Co-Chair of the GSU's Communications Committee. Further updates will be provided in fruition of the Committee meetings that are taking place during the Presidents Conference.

Sincerely,

Kevin Hanson

Regional Vice President of the NCR

Appendix 'E' – Report of the A/Regional Vice-President Heather Rawlins Nunavut and the Northwest Territories

There was one issue from Local 30401 but was resolved as it was found to be a non-issue.

Local 30001 had a Samosas & Water event on June 14 as part of the NPSW week. There were 33 participants. It was planned on Friday, so it wouldn't interfere with plans from the employer.

There haven't been any other events that I know of.

The Nunavut offices need OSH committee members and I have put out request to the PSAC members there and still waiting for response.

Appendix 'E' – Report of the A/Regional Vice-President, Marc Robidoux Quebec East including Quebec City

This is my report covering my interim period for the Quebec East Region.

I have worked with the new President of Quebec Local 10011 on some cases. I have also attended one of their Executive meetings on May 29th.

The Matane Local 10060 has a new president since May 22, 2019. Nelson Simard is the new President.

As of today, June 10, 2019, I am no longer the RVP as Sister Mélanie Hamel has resumed her position.

I will be replacing Sister Hamel at the Local Presidents' Conference.

Yours truly,

Marc Robidoux

Appendix 'E' – Report of the A/Regional Vice-President, Serge Sauvageau Quebec West, including Montreal

Greetings Sisters and Brothers of the Government Services Union,

Regarding PSPC, the Quebec region saw a significant change with the return of union-management consultation, which unfortunately had been abandoned due to a former Regional Director General who was not very sympathetic to this issue. His replacement is not only very open to discussions, she has even made this an objective in the performance appraisals of her Directors.

We took the opportunity to update the Union-Management Consultation framework and I ensured the addition of something that was obviously missing in the document: such consultation should take place at all levels, from the supervisor to the Deputy Minister.

I fought for the recognition within the region of the right (not the privilege) to telework which has been recognized by PSPC for more than 10 years. The rule is simple: if the conditions are met, the employer must allow telework, with no limit on the number of days. Management finally admitted it.

The last AGM was held in February 2019, attended by our National President and Executive Coordinator and all positions were filled. Sister Amélie Lamoureux was elected President of Local 10161. She is deeply involved in consultation and helping the members.

We had several disputes with management regarding appointments to positions without competition. And we are closely monitoring the so-called Talent Management that could easily become a source of favoritism.

We published our quarterly bulletin; the latest subjects notably being challenging performance appraisals, and the new Ombudsman of Shared Services Canada.

Local 10161 has at least twenty members within SSC but unfortunately, with the extended leave of Michèle Parent, we have no union representative. I asked all those members, but nobody has raised a hand. A consultation meeting with SSC Management had to be cancelled, for lack of union issues.

Furthermore, aside from the grievances on Phoenix, there has been an increase in the number of classifications grievances. This allowed me to remind management that in principle, job descriptions must be reviewed every five (5) years. As such, product designers in the region have had the same job description since 2005, while their duties have indeed been modified. To be continued.

Michèle Parent informs me that she will be returning to work in the next weeks but has not said anything about her attendance at the National Council in August 2019.

In Solidarity,
Serge Sauvageau



**Appendix 'E' – Report of the A/Regional Vice-President, Michelle Simard
Pacific Region, Vancouver and Lower Mainland**

Local 20008

It is my pleasure to submit this report, as the Acting RVP for Pacific Region – Vancouver and the Lower Mainland, to the GSU National Council and Local Presidents.

The Local Executive 20008 held their Annual General Meeting (AGM) in March 2019 where we saw some returning to roles on the Executive and others have been welcomed to new roles on the Executive.

My current focus at this time includes:

- **Reviewing the “Results of the Mental Health Survey”**
 - Concerned that in the Real Property Branch, there are 5 areas that show a need for improvement
- **Reviewing the “Public Service Employee Survey”**
 - Concerned that the areas that showed the greatest declines were all related to Harassment and Grievances not being filed. We, the Union, need to look closely at this.
- **RP-n Work Transition for the GL-MAM’s at the Pacific Region Border Crossing**
 - Concerned about how Management and HR continue to fight WFA use
 - Although our members will not be losing employment, we want to ensure that they have the best options available to them during a trying time
 - We are also concerned that we have not yet seen a new Work Description or any word on possible reclassification
 - Transition will take effect on September 1, 2019 and the members still do not know what to expect as of that date (only 10 weeks approximately as of the date this is being written)

- **Collective Bargaining**

- We have been working hard to engage and mobilize the local members and ensure that they are aware of the bargaining process, what to expect, where the process is at and to answer questions as they come up
- On June 12, 2019, the Local Executive 20008 hosted a Lunch and Learn with the assistance of the PSAC BC Regional Office and the Bargaining Team to share information with members. Thank You to Melissa Marche for putting this together.

- **Phoenix**

- Is there anything else needed to say? Our members continue to be affected in various ways by the plagued system.
- Overpayments
- Underpayments (Acting, Overtime, etc.)
- Benefits (Medical, Dental, etc.)
- Constant Fear
- For many, members have held off on applying for better opportunities due to the fear that if there is a transfer, they might not get paid or it may take a year to get the correct pay
- Fear that they may or may not get a pay cheque or if it will be correct
- All this fear leads to higher incidents of stress

- **Grievances/Complaints**

- Harassment complaints continue to increase. I am still trying to identify if this trend is due to an actual increase in incidents or if it is in part due to more people coming forward. I had believed it to be due to increased awareness and more members coming forward, however based on the “PSES” results, I am no longer so sure.
- There continues to be on-going issues around the Public Service Performance Agreement. There is a need to ensure that Managers, Supervisors and Members understand what should and should not be included as part of these reviews. If all parties were clear on how these agreements should be utilized, there would be fewer complaints raised by the membership.

In the absence of Sister Linda Harding who has taken on the role of National Vice President, Equity, I am co-chairing the Regional Health and Safety Committee and continue to participate on the Regional Labour Management Consultation Committee. The Local Committees and the Regional Committees continue to work together and to consult with each other for the betterment of the workplace and our members.

I am currently sitting on the Communication Committee and although we have not had an opportunity to meet, we have shared ideas via email. I do know that there has been some movement and some decisions related to the GSU Website and look forward to seeing some of those implemented.

I would like to express my gratitude to my Local Executive who have truly demonstrated the meaning of Leadership at all levels, who have provided their support in various ways to both myself and the Members and who are driven to do the best possible for our members. Thank You!

I would like to say Thank You and acknowledge the hard work that Sister Linda Harding has done over the years. She has been there to hear me vent, to provide direction, to offer support and she always has the best intentions for the members. For all that you do Sister, Thank You!

I would like to acknowledge all the amazing staff at the GSU National Office. The work you do is so important and the support you have given me over the years has honestly made difference. Thank You!

In Solidarity,

Michelle Simard

Appendix 'E' – Report of the Regional Vice-President, Reni Stein Remainder of British Columbia and the Yukon Territories to National Council

In accordance with Government Services Union By-laws, I hereby submit my RVP report for the period of August 2018 – May 2019.

The Ombudsman, André Latreille made two separate visits to our region this year. PIPSC and PSAC representatives sat down with André to air some of our concerns which included unnecessary processes, lack of staff, staffing processes taking too long, lack of consistency with managers, no forward conversations with changes that are taking place, polarization with youth and older members. We discussed what we are seeing and what changes we would like to see. Leadership styles move downwards, and we agree that is not just what you achieve it's how you achieve it! I still feel there is room for improvement. I want to make a call to the Ombudsman and ask him what he is doing with this information that we are sharing with him since we aren't seeing much change.

In October 2018 the region held its expanded UMCC and OSH meetings where three psycho-social factors were identified as top priority.

Better Information Technology for work life balance: CIOB/DSB hired a co-op student to provide assistance to staff on Windows 10 transition. The department feels that PSPC has better technology than most government departments and approx. 90% of Pacific Region staff have telework/alternative work arrangements.

Talent Management at lower levels to encourage growth and development of employees: Our RDG sent out an email to staff to explain the TBS Talent Management Program. I expressed concern that it wasn't just about TM at lower levels, the whole system is broken. We have some RD's and RM telling staff that they are not to rate employees at Succeeded +/Surpassed or Succeeded – because it causes extra work, possible loss of staff to other branches or jobs. I was recently told that our department nationally is too high compared to other departments in these two categories (Surpassed and Succeeded +) and we need to bring the numbers down. We are going to reach out to Labour Relations and ask for them to provide the union with the number of employees that qualified for both Talent Management and CDI along with how many employees were selected to participate in each of these programs. I am happy to report that some of the branches do their own CDI program which allows participation by employees at the succeeded level.

Dedicated resources to ensuring employee psychological safety: Even though it was a recommendation from the Mental Health Ombudsman to have dedicated resources in the region, our region does not have money to staff said position. The RDG claims that with the anticipated passing of Bill 65 she hopes to provide more psychological support to staff.

In February 2019 I participated in this year's Leadership Forum which brought together the region's extended management team, network and committee representatives, and union representatives to engage in a lively dialogue surrounding leadership and values. The RDG

felt that the event was part of an ongoing dialogue that this group will continue having and was an important step towards identifying and building our shared values as a region. Stay tuned.

I've participated in various conference calls with BC PSAC Regional Officers where we discuss ideas on how we can get our members to participate in various PSAC activities and events including mobilization and rallies.

Over the past 10 months the main focus has been on the RP1 contract which affects our members at the border crossings. Their roles are changing from doing the work to oversight of the work. We continue to push that these members are affected by Work Force Adjustment however the employer at all levels doesn't see it this way. Monthly meetings are held with the RD of Real Property Services along with ad hoc meetings with the members to discuss their future employment with the department and or the new service provider, BGIS. The employer is offering up training to the affected staff however we don't see this as good enough. The employer must recognize that these members are affected by WFA and we will continue to fight for their rights as outlined in their Collective Agreement.

Local 20001 held its AGM in early May. We have a few newly elected executive members including Sister Kuldeep Deol, Local President and Brother Jerod Jacobsen, Vice-President. I would like to thank Randy and Dominique for making the trip to Victoria. During their visit they had the opportunity to meet members at our Victoria Office and Esquimalt Graving Dock, along with a tour of the dock facilities. Seeing EGD in person gives you a better perspective of what our members deal with on a daily basis.

Last but not least, I am working with Sister Kuldeep and Brother Craig Spencer from GSU National Office on the crane operators' work description at EGD. Crane Operators feel that their classification is too low. Crane Operating is a nationally recognized Red Seal trade and they feel they deserve to have a classification wage that represents that.

I encourage all of us to continue political action in our region. It's important to motivate members to commit their support to defending and understanding their rights.

I would like to thank Mitch Anthony for his past few years of service to our Local members. I've told him he may no longer be a Local President for now, however, I hope that the members continue to have his support and guidance when needed.

I am looking forward to seeing everyone in Montreal at this year's Local Presidents' Conference!

Respectfully submitted,

Reni Stein
RVP, Pacific Region
May 28th, 2019

May 28, 2019

**Appendix 'E' – Report of the Regional Vice-President, Larissa Williams
Manitoba & Saskatchewan**

Report to the National Council Meeting

I attended Local 40007's Annual General Membership Meeting in Regina in March, and there are several members with long-standing pay issues. At this point in time, the Local President is filing grievances for the members who are tired of waiting for their pay file to be fixed.

Local 50002 has their AGM scheduled later this summer. There have been a few grievances filed over the past year, and several complaints from members that were either not grievable or resolved before grievances needed to be filed.

I've been hearing some complaints from members about hiring employees outside of an established pool, Notifications of Consideration (NoCs) for non-advertised positions, and the restriction of telework, despite the employer advocating for more transparency regarding staffing and increasing the availability of telework options.

I'm a member of the Young Workers Committee and am excited about the upcoming Young Workers' Summit in November 2019. The Committee met earlier this year and we have put together a promising agenda for the event.

While I have learned a lot over the past year, I believe that I still have a lot of room to develop in this role. I appreciate the support and advice from the other RVPs, NVPs, and GSU staff.

Thank you,

Larissa Williams
Regional Vice-President for Manitoba & Saskatchewan

Appendix 'F' – Report of the GSU By-Laws, Regulations and Policies Committee (2019-06-27)

The By-Law Committee has not met since the Last Local Presidents Council and we look forward to meeting in Montreal.

In February 2019, the National Council voted in favor of the recommendations of the By-laws committee to rule out of order some changes to the By-laws that were deemed substantive rather than editorial by the National President. An update version of the By-laws was published on GSU website subsequently.

We will be presenting By-laws related to the Finance Committee motion presented in September 2018 as well as an amendment to Policy 8 to include the *Bob Haywood Bursary*.

We will also review on-going work of Reviewing Local By-Laws as well as starting to look at potential resolutions ahead of the 2020 convention.

In Solidarity,

David Cunning

RVP Ontario and Chair of the Committee

Appendix 'G' – Report of the GSU Communications Committee

Members of the Committee

Martine Babcook NVP, Chair

Kevin Hanson RVP-NCR, Co-Chair

Michelle Simard A/RVP- Lower BC, including Vancouver

Azra Jusuf Local 00027 President

Dominique Barrette GSU Resource Person

On February 11, 2019, I presented a motion to National Council with a mandate for Tonik Web Studio to redesign the GSU Website.

As the Committee Chair, emails went out to the group of what they wanted to see or change. We think it's important that GSU has a vibrant and up-to-date website that is easily accessible to all members with hands on resources and tools with one click of a button.

At the Local President's Conference in Montreal in August of 2019 the Communication Committee will share what the new GSU Website will look like.

I would like to acknowledge the hard work of this committee and the previous co-chair Anthony Drozdowski and Liz Richard who retired on June 14,2019.

In Solidarity

Martine Babcook

National Vice-President and Chair of the Committee

Appendix 'H' – Report of the GSU Equity Committee to National Council (August 2019)

Equity Committee Members:

Linda Harding, A/NVP-Equity Chair
Kelly Bush, NVP-Equity Chair (on leave)
Shanny Doucet, RVP New-Brunswick & PEI
Mohammed Abo El Ella, Equity Officer Local
70024
Kamla Ishmael, Local 00027
Ayrin Proulx, Local 70013

Michèle Parent, RVP Western Quebec (on
leave)
Prernapreet Rai, Local 70013
Souad (Sue) Soubra Boone, RVP Ontario
Reni Stein, RVP Remainder of BC & Yukon
Larissa Williams, RVP Manitoba &
Saskatchewan

This report is brief and taken from the notes of those in attendance at the last in person meeting as I had not yet come into the NVP-Equity position. Thank you to those who submitted information to me.

A two day in person meeting was held November 2018. Various priorities were discussed including:

- Advising members of the existence of the GSU Equity Committee and the fact that they can bring their issues to us.
- Articles for the GSU website. It was discussed that everyone would contribute to articles on days of interest, including sending links in various ways – email, social media, etc.
- Indigenous culture on Vancouver Island – promoting the culture that is right there.
- Promotions – career growth development for equity groups.
- Employers must proactively look at identifying barriers in the workplace and come up with workable solutions. Union Reps need more training and tools to identify these in the workplace.
- Have equity links and days of recognition calendars on website.
- Each member of the equity committee to get at least one other person involved interested/engaged.

Each member of the committee provided a verbal report of what they are doing in their regions, at their workplaces and within the union. Sister Bush encouraged everyone to keep checking the GSU Equity Facebook page.

Those in attendance participated in the Blanket Exercise which was a very emotional and informative exercise.

Few articles were submitted to the GSU website to highlight equity related event. We are currently working on a calendar to make it easier to acknowledge such events in the future.

An in-person meeting is being organized for the fall.

Respectfully submitted,

Linda Harding

A/National Vice-President, Equity and A/Chair of the Committee

**Appendix 'I' – Report of the GSU Local Development Committee
To National Council
September 2018 to August 2019**

Local Development Committee Members, as of June 2019:

Debi Bannon, Local 00031 President
David Cuning, Regional Vice-President, Ontario
Shanny Doucet, Regional Vice-President, New-Brunswick & PEI
Jeannette Fillion, Regional Vice-President, Royal Canadian Mint
Amélie Lamoureux, Local 10161 President
Michèle Parent, Regional Vice-President, Western Quebec (on leave)
Reni Stein, Region Vice-President, Remainder of B.C. & Yukon

At the September 2018, the Local Development Committee identified number of Locals as priorities.

Local 90031: an AGM was held in March and a President, Vice-President and Secretary/Treasurer were elected. The Vice-President is acting as the President, until the elected President comes back from leave.

Local 10011: After two or more years without a functioning Local, Local 10011 elected a whole new executive and shop stewards and is now fully functioning.

Local 00026: After multiple years without a functioning Local, a Town hall was organized in November 2018 with the members of the Local to seek interest into forming an executive. Two members express interest and in April 2019, an AGM was organized to seek the interest of a third person that would have allowed the Local to have an executive. Unfortunately, no other members express interest. As a result, Local 00026 will be merge with Local 00027.

Local 70015: This Local has been without an executive for some time now. In March 2019, an AGM was organized as a last attempt to elect an executive. Unfortunately, members of the Local were unable to elect an executive and as a result, members of Local 70015 will be amalgamate with the appropriate Locals in the NCR.

The Chair of the committee, Shanny Doucet met with Dominique Barrette on June 19th to discuss ideas on how to engage members to participate. We came up with a few ideas for the upcoming year. The first one is that committee members will start having one on one conversations with local presidents at the local President's conference. This method of communication is often better than a series of emails. With active listening, we sometimes hear of the issues on the floor and within a specific group. The committee will also be sending a Survey in the Fall to all locals and ask a series of questions on what their issues are, what works and doesn't work in their local, asking for suggestions on how we can support them, any need for training, etc. The committee members will continue their one on one conversation after the local President's conference by calling local Presidents and to encourage them to respond to the survey

invitation when available. We will also need to have the RVP's assist in helping their local Presidents to identify possible challenges and encouraging them to participate.

We recognize that we are all volunteers in our roles and do not want to put more pressure on anybody, therefore, it is important that each and everyone knows our roles and responsibilities and that we can help each other respectfully and in solidarity.

Instead of selecting a few locals to focus on, we want to see the results of the findings first and then focus on what is really requested and focus on that. A plan of our next actions will be presented at the Spring 2020 Council meeting.

Respectfully submitted on behalf of the Local Development Committee,

Shanny Doucet

GSU RVP NB&PEI and Chair of the Committee

Appendix 'J' – Report of the GSU Union Recognition Committee

Members:

Shanny Doucet (Chair)

Mitch Anthony

Jim McQuaid

Maria Thomas (Staff Resource)

On October 23rd, 2018, the Chair sent an email to the other committee members to ask for feedback to make up the criteria for the Bob Haywood Memorial Bursary as tasked by the National Council in September 2018. BF of November 30th. No feedback was received.

On January 10th, 2019 the Chair sent an email to the other committee members to review the Questions for the Bursaries. A few corrections and comments made.

The Bursaries including the “New” Bob Haywood Memorial Bursary have been posted and distributed.

Respectfully submitted,

Shanny Doucet

GSU RVP NB&PEI and Chair of the Committee

Appendix 'K' – Report of the GSU Young Workers Committee

I am honored to chair / mentor the Government Services Union (GSU) Young Workers Committee

The committee was extremely pleased to receive over 30 requests from our members to attend the Young Workers Summit (YWS) in Ottawa in November 2019. The committee was unanimous with our resolve that all applicants are worthy of attending but the resolution passed at the GSU Convention in 2017 was specific with numbers.

We were able to select the delegates and complete our draft agenda for the YWS scheduled in November 2019.

I would like to recognize the contributions of sister Larissa Williams and brother Kevin Hanson for their commitment and leadership.

Thank you to sister Dominique Barrette who was instrumental and continues to be a key contributor and supporter of our committee.

Respectfully submitted,

Bruce Roy

National Vice-President, Mentor for the Committee

Appendix ‘L’ – GSU Standing Committees, appointments, ratification

* On Leave / Absent (e)

Financial Review Committee Comité d'examen des finances	Martine Babcook (Chair Présidente) Linda Harding Nicole Rousseau Steve Colterman (LP PL 70013) Russel Carter (LP PL 60009)
By-Laws Committee Comité des règlements et politiques	David Cuning (Chairperson Président) Sue Soubra Boone Mélanie Hamel Pascal Ladouceur Peter O'Neill (LP 60011) Kelly Votto (LP 50057)
Equity Committee Comité d'équité	Linda Harding (A/Chair Présidente <i>p.i.</i>) <i>Kelly Bush (Chair Présidente)*</i> Michèle Parent Souad Soubra-Boone Reni Stein Larissa Williams Shanny Doucet Mohammed Abo El Ella (Equity Officer Officier équitier 70024) Kamla Ishmael (Local Section locale 00027)
Communications Committee Comité des communications	Martine Babcook (Chair Présidente) Michelle Simard (A/RVP VPR <i>p.i.</i>) Kevin Hanson (Co-Chair Co-président) Azra Jusuf (LP PL 00027)
Local Development Committee Comité de mise valeur des sections locales	Shanny Doucet (Chair Présidente) David Cuning Jeanette Fillion Reni Stein Amélie Lamoureux (LP PL 10161) Debi Bannon (LP PL 00031)
Standing Discipline Committee Comité permanent chargé des enquêtes disciplinaires	Martine Babcook Shanny Doucet
Union Recognition Committee Comité des reconnaissances syndicales	Anthony Drozdowsky (Chair Président) Heather Rawlins (A/RVP VPR <i>p.i.</i>) Monica Mercier (LP PL 70019)

Education Committee Comité d'éducation	Bruce Roy (Chair Président) Michèle Parent (/RVP VPR) Kimberly Kimmins (LP PL XPW75) Sheldon Jacobs (LP PL 40007) Chantal Umphrey (LP PL 30401) Leanne Moss (LP PL 90011)
Young Workers Committee Comité des jeunes travailleurs et travailleuses	Bruce Roy (Mentor) <i>Robyn Ohland*</i> Larissa Williams Kevin Hanson
Collective Bargaining Committee Comité sur la négociation collective	Linda Harding (A/Chair Présidente <i>p.i.</i>) <i>Kelly Bush (Chair Présidente)*</i> Gary Byrne David Cuning <i>Robyn Ohland*</i>