



GSU National Council Conference Call

Zoom Meeting

Meeting Minutes

**Dates: April 8, 14, 20, and 21, 2021
May 31, 2021**

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1. Call to Order

The virtual (Zoom) conference call meeting of the GSU National Council was called to order at 12:31 pm (Eastern time) on Thursday, April 8, 2021 with Brother Randy Howard in the Chair, and the following participants in attendance:

Participants:

Randy Howard	National President
Martine Babcook	National Vice-President
Kelly Bush	National Vice-President, Equity
Bruce Roy	National Vice-President
Steve Colterman	Regional Vice-President, 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
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City
Kevin Hanson	Regional Vice-President, National Capital Region
Linda Harding	Regional Vice-President, Vancouver, and Lower Mainland
Sheldon Jacobs	Regional Vice-President, Saskatchewan, and Manitoba
Azra Jusuf	Regional Vice-President, Ontario Region, excluding the National Capital Region
Leanne Moss	Regional Vice-President, Newfoundland, and Labrador
Michèle Parent	Regional Vice-President, Quebec West, including Montreal
Paul Paquette	Regional Vice-President, National Capital Region
Heather Rawlins	Acting Regional Vice-President, Alberta, Nunavut, and the Northwest Territories
Nicole Rousseau	Regional Vice-President, National Capital Region
Sue Soubra Boone	Regional Vice-President, Ontario Region, excluding the National Capital Region
Reni Stein	Regional Vice-President, Vancouver Island, remainder of British Columbia and the Yukon Territories

Observer:

Russel Carter	Local President 60009
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Staff:

Jason Manchester	Executive Coordinator to the National President
Monique Desrosiers	Finance and Administration Officer
David Girard	Senior Union Representative (Present on April 21 and May 1st, 2021)
Maria Thomas	Executive Assistant to the National President
Diane Rancourt	Communication and Administrative Assistant

Announcements

- Brother Howard welcomed everyone. He thanked Brother Manchester, Sisters Thomas and Desrosiers for organizing this meeting. Brother Howard stated as COVID 19 cases continue to rise in the province of Ontario a stay-at-home order is in effect as of Thursday, April 8, 2021. Brother Howard stated that the pandemic has certainly changed the way we conduct business.

- Brother Howard advised National Council that simultaneous interpretation is provided for this meeting and reminded National Council to use a headset and put their phone on mute if they are not addressing National Council.
- Brother Howard advised National Council that PSAC is offering online courses to help members prepare for convention. He encourages National Council to share this information with their Local Presidents and their executives and to do their best to attend this training offered by PSAC.
- Brother Howard advised National Council that \$50 per day would be provided to National Council for each day that National Council is meeting. He advised National Council that Sister Desrosiers will be sending an expense claim to National Council and the funds will be deposited electronically.
- Brother Howard acknowledged that we are gathered on the traditional territory of the Algonquin Anishnabewaki to which we are grateful.
- Sister Rawlins read the GSU Statement on Harassment in English and Sister Michèle Parent read the GSU Statement on Harassment in French.

Oath of Office

Brother Howard advised National Council that an email was sent advising them that Brother Pascal Ladouceur, Regional Vice-President for the National Capital Region (NCR) resigned, and Brother Steve Colterman was the newly elected Regional Vice-President for the NCR. Brother Howard administered the Oath of Office to Brother Colterman. On behalf of National Council Brother Howard welcomed Brother Colterman.

Remarks

- Brother Howard advised National Council that he has tried on numerous occasions to reach out to Sister Robyn (Ohland) Thompson who was elected as the Regional Vice-President for the Western Region, and that Sister Rawlins was elected alternate at the GSU Convention in 2017. He advised National Council that Sister Rawlins is no longer acting as Regional Vice-President and she is officially replacing Sister Thompson. The oath of office was previously administered. Congratulations Sister Rawlins.

2. Approval of Agenda

m/s Anthony Drozdowski / Sue Soubra Boone

That the agenda be adopted as presented.

Motion carried.

(Appendix 'A')

3. Hours of Session

That the hours of sessions as proposed by the Chair, be approved:

Thursday, April 8, 2021	12:30 pm – 5:00 pm
Lunch / Break	1:30 pm – 2:00 pm
Break	3:15 pm

Motion carried.

4. Approval of Previous Minutes

a) Conference Call Minutes of September 22 and 23, 2020

m/s Linda Harding / Sue Soubra Boone

That the conference call minutes of September 22 and 23, 2020 be approved.

Recorded vote # 1. Motion carried

b) Conference Call Minutes of November 24, 2020

m/s Linda Harding / Sue Soubra Boone

That the conference call minutes of November 24, 2020 be approved.

Recorded vote # 2. Motion carried.

c) Conference Call Minutes of February 11, 2021

m/s Linda Harding / Sue Soubra Boone

That the conference call minutes of February 11, 2021 be approved.

Recorded vote # 3. Motion carried.

5. Officers' Reports

a) National President's Report

Sister Martine Babcook, National Vice-President assumed the Chair
(1:07 pm to 1:36 pm)

m/s Linda Harding / Sue Soubra Boone

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

Recorded vote # 4. Motion carried.

(Appendix 'B')

Remarks

Brother Howard indicated that since the writing of his report he needed to provide further updates to National Council. Brother Howard briefed National Council on the following topics and answers questions in his report:

- Discussions were held with PSPC and SSC regarding the pandemic.
- Looking at 12 to 18 months – PSPC and SSC return to the workplace – following health guidelines.
- Vaccine is a personal choice. Will not be mandatory.
- PSPC is looking at realignment of departments – calling it “One Government”.
- PSAC Regional Conventions are to begin virtually. Brother Howard is encouraging members to take PSAC training and attend regional conventions as delegates or observers.
- Thanked Sister Bush and Brother Roy for their work on Bill C-65. Brother Roy is working with the NCR and sits on that Committee. Brother Howard will reach out to the Royal Canadian Mint regarding Bill C-65.
- PSAC served notice to start the bargaining process to Treasury Board for the SV group.

Questions from Sister Parent:

Q. What are the “Hot Topics” regarding the National Board of Directors (NBoD)

A. Pandemic, Collective Bargaining and Anti-Racism to name a few.

Q. Any updates on on-line courses / training from PSAC.

A. Will follow-up with PSAC regarding on-line training and will make this a priority.

Q. Can copies of the NBoD minutes be provided.

A. Sister Thomas will provide minutes of the NBoD by email after the meeting today.

b) National Vice-Presidents’ and National Equity Officer’s Reports

m/s Martine Babcook / Bruce Roy

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

Recorded vote # 5. Motion carried. (Appendix ‘C’)

m/s Bruce Roy / Kelly Bush

That the report of the National Vice-President, Bruce Roy be adopted.

Recorded vote # 6. Motion carried. (Appendix ‘D’)

m/s Kelly Bush / Michèle Parent

That the report of the National Vice-President, Equity, Kelly Bush be adopted.

Recorded vote # 7. Motion carried. (Appendix ‘E’)

Brother Howard thanked the National Vice-Presidents for the work that they do. He could not do this work without their support. National Vice-Presidents are assigned to various regions. He thanked Sister Bush for the work she did on Bill C-65, Brother Roy for supporting and working with the Locals in the NCR and Sister Babcook for her work in the Western Region.

Remarks:

Brother Howard advised National Council that after the break (3:47 pm) that we will be dealing with item 7c) Union Recognition Report and then continue with item 5c) Regional Vice-Presidents’ Report.

c) Regional Vice-Presidents’ Reports

m/s Linda Harding / Sue Soubra Boone

Note: Due to lack of time we will continue dealing with the Regional Vice-Presidents’ report on April 14, 2021 as first item of business.

6. Equity Presentation (Erica Ifill)

• Guest Speaker: Erica Ifill

Sister Kelly Bush, National Vice-President, Equity introduced guest speaker, Erica Ifill. Erica Ifill is an economist-turned-entrepreneur who founded her own communications agency, ***Not In My Colour***, who uses her decade of experience in developing digital content and communications strategies for businesses and organizations.

She is also the co-founder and co-host of the ***Bad + Bitchy*** podcast, which discusses political and social issues from an intersectional feminist lens. Erica is a columnist for ***The Hill Times***, whose additional bylines include: the Ottawa Citizen, Policy Options and the Globe and Mail, where she writes about politics and society.

Brother Howard thanked Erica Ifill for a great presentation.

7. GSU Committee Reports

c) Union Recognition Committee

Brother Drozdowski, Chair of the Union Recognition Committee tabled a report on behalf of the Committee. He introduced the Committee members who are stated in the report.

Remarks

- It was requested by National Council that Brother Howard approach the three Employers, PSPC, SSC and RCM and find out if they can post the GSU Bursaries notice on their website. Sister Parent commented that if one Employer does not agree then it should not be posted and that GSU find other ways to promote the bursaries. Brother Howard will follow-up with the three Employers.
- It was also requested by Sister Doucet that the bursaries be posted earlier than April. Sister Thomas stated that she will consult with URC committee members and does not think this would be an issue.
- Sister Harding stated that in the Pacific region senior management posts the GSU bursaries on their website and Sister Fillion stated that the RCM are always 'on it'.

Brother Drozdowski read the following two motions to National Council.

m/s Anthony Drozdowski / Heather Rawlins

Number: 1

Subject: GSU Bursaries

Originator: Union Recognition Committee

WHEREAS GSU offers three bursaries A.F. Wood, Jim Williams, and Bonnie Robichaud to dependents of GSU members in good standing attending postsecondary educational institutions in the amount of \$1,000; and,

WHEREAS GSU offers one bursary to a GSU member in good standing attending part-time or full time post-secondary education in memory of Bob Haywood in the amount of \$1,000, and;

WHEREAS in 2020 no applications were received for the Bob Haywood Memorial Bursary;

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

Recorded vote # 8. Motion carried.

m/s Anthony Drozdowski / Heather Rawlins

Number: 2

Subject: GSU Bursaries

Originator: Union Recognition Committee

WHEREAS GSU offers three bursaries - A.F. Wood, Jim Williams, and Bonnie Robichaud - to dependents of GSU members in good standing attending post-secondary educational institutions in the amount of \$1,000; and;

WHEREAS GSU offers one bursary to a GSU member in good standing attending part-time or full time post-secondary education in memory of Bob Haywood in the amount of \$1,000, and;

WHEREAS it is very expensive to attend a University, College, or other recognized educational institute; and

WHEREAS the amount of \$1000 awarded to recipients has not been increased since 2005;

BE IT RESOLVED THAT the amount of \$1000 be increased to \$2000 per bursary for the A.F. Wood Bursary, the Jim Williams Bursary, the Bonnie Robichaud Bursary and the Bob Haywood Bursary.

BE IT FURTHER RESOLVED THAT the amount of \$2000 for all bursaries be awarded starting in 2021.

a/s Kelly Bush / Michèle Parent

That the amount of \$2000 for all bursaries be awarded starting in 2022 and that the amount of \$1000 not be increased for the year 2021.

Recorded vote # 9. Motion carried on the amendment.

Recorded vote #10. Motion carried as amended.

m/s Anthony Drozdowski / Heather Rawlins

To adopt the GSU Union Recognition Committee Report as presented.

Recorded vote # 11. Motion carried unanimously. (Appendix 'F')

Adjournment

m/s Anthony Drozdowski / Linda Harding

The meeting ended at 4:50 p.m. and will reconvene on April 14th, 2021 at 12:30 p.m.

Wednesday, April 14, 2021

1. Call to Order

The virtual (Zoom) conference call meeting of the GSU National Council was called to order at 12:33 pm (Eastern time) on Thursday April 14, 2021 with Brother Randy Howard in the Chair and the same participants from April 8 were in attendance as stated on page 1.

Announcements

- Brother Howard welcomed National Council and he reiterated the same announcements from April 8, 2021 and added the following:
- Brother Manchester will follow-up with PSAC regarding the on-line training across the regions. Sister Parent reiterated how important it is that more training be provided.
- Brother Howard thanked the National Vice-Presidents for their on-going support.
- Brother Howard indicated that National Council would continue with item 5c) Regional Vice-Presidents' reports and would then deal with item 7a) By-laws Committee as per the agenda.

2. Approval of Agenda

Approved on April 8, 2021. (Continued)

3. Hours of Session

Approved on April 8, 2021.

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

Wednesday, April 14, 2021	12:30 pm – 5:00 pm
Lunch / Break	1:30 pm – 2:00 pm
Break	3:15 pm

Motion carried.

c) Regional Vice-Presidents' Reports (cont'd from April 8, 2021)

m/s Linda Harding / Sue Soubra Boone

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

Recorded vote # 12. Motion carried unanimously. (Appendix 'G')

Remarks:

- No reports were submitted from Sisters Hamel and Rousseau. Verbal reports are no longer accepted at these meetings.

7. GSU Committee Reports

a) By-Laws Committee

Sister Stein Chair of the By-Law Committee tabled a report on behalf of the Committee. She introduced the Committee members which are stated in her report.

m/s Reni Stein / Sue Boone

Number: 1

Subject: Duties of National President

Originator: National Council

BE IT RESOLVED THAT By-law 7, Section 1 paragraph e) be amended as follows:

By-law 7 – Duties of National Officers

Section 1 – Duties of the National President

e) submit to each scheduled annual National Council meeting a written report on their ~~his or her~~ responsibilities and activities since the last National Council meeting.

***Rationale for proposal:** current wording requires a report for all National Council meetings (e.g. conference calls, ad hoc meetings etc.), which is too burdensome troublesome and not within the original intent.*

Recorded vote #13. Motion carried.

m/s Reni Stein / Sue Boone

Number: 2

Subject: Duties of National President

Originator: National Council

BE IT RESOLVED THAT By-law 7, Section 1 paragraph k) be amended as follows:

By-law 7 – Duties of National Officers

Section 1 – Duties of the National President

k) be responsible to the National Council for all monies paid to and expended by the Union and recommend and report on expenditures to each scheduled annual National Council meeting.

***Rationale for proposal:** current wording requires a report for all National Council meetings (e.g. conference calls, ad hoc meetings etc.), which is too troublesome and not within the original intent.*

Recorded vote #14. Motion carried.

It was noted to review the French version.

m/s Reni Stein / Sue Boone

Number: 3

Subject: Duties of National President

Originator: National Council

BE IT RESOLVED THAT a new paragraph o) be added to By-law 7, Section 1 as follows and that the following paragraphs be re-lettered accordingly:

By-law 7 – Duties of National Officers

Section 1 – Duties of the National President

o) submit on a quarterly basis a written report to National Council on their responsibilities and activities since the last quarter.

***Rationale for proposal:** National Council needs to be updated on a regular basis on the activities of the National President. Currently, the National President only reports once a year, when National Council meets, and the Committee feels like it's not enough. This will ensure that the National President is held accountable throughout the year*

a/s Anthony Drozdowski / Sue Boone

Call the Question. **Recorded vote #15. Motion carried.**

Recorded vote #16. Motion carried.

m/s Reni Stein / Sue Boone

Number: 4

Subject: Duties of National President

Originator: National Council

BE IT RESOLVED THAT a new paragraph p) be added to By-law 7, Section 1 as follow and that the following paragraphs be re-lettered accordingly:

By-law 7 – Duties of National Officers

Section 1 – Duties of the National President

p) Ensure that Regulation 5 is upheld.

***Rationale for proposal:** Regulation 5 states that the Finance Review Committee needs to provide National Council a financial update twice a year. The National President needs to hold the Committee accountable and adding this duty to the National President formalizes it.*

Note: GSU National President ruled this motion out of order.

m/s Reni Stein / Sue Boone

Number: 5

Subject: Duties of the National Vice-Presidents

Originator: National Council

BE IT RESOLVED THAT a new paragraph i) be added to By-law 7, Section 2 as follows

By-law 7 – Duties of National Officers

Section 2 – Duties of the National Vice-Presidents

i) submit on a quarterly basis a written report to National Council on their responsibilities and activities since the last quarter.

Rationale for proposal: National Vice-Presidents have important portfolios and National Council needs to be aware of what National Vice-Presidents are working on. Currently, they report once a year on their activities, and the Committee feels like it's not enough for accountability principles.

Recorded vote #17. Motion carried.

m/s Reni Stein / Sue Boone

Number: 6

Subject: Duties of the Regional Vice-Presidents

Originator: National Council

BE IT RESOLVED THAT By-law 7, Section 3 paragraph k) be amended as follows:

By-law 7 – Duties of National Officers

Section 3 – Duties of the Regional Vice-Presidents

k) review the By-laws of all Locals in their jurisdiction, at least once in every mandate and/or when amended to ensure compliance with the GSU Framework Local By-laws, the GSU By-laws and the PSAC Constitution **as per Policy 12.**

Rationale for proposal: Policy 12 explains the procedure to follow to review Local's By-Laws. Referring to it in By-Law 7. Sec 3k) brings further clarity to this duty.

Recorded vote #18. Motion carried.

m/s Reni Stein / Sue Boone

Number: 7

Subject: Election of National Officers

Originator: National Council

WHEREAS the position of a National Vice-President is an important one; and

WHEREAS there is currently no alternate National Vice-President in the event of a vacancy; and

WHEREAS current provisions stated in By-Law 9, section 2 are not efficient.

BE IT RESOLVED THAT 3 alternate National Vice-Presidents be elected among the Regional Vice-Presidents during the National Council following the Triennial Convention; and

BE IT FURTHER RESOLVED THAT a new paragraph c) be added to By-Law 8, Section 1 as follows and that the following paragraphs be re-lettered accordingly:

By-law 8 – Election of National Officers

Section 1

c) 3 alternate National Vice-Presidents, one of them with the equity portfolio, shall be elected among the Regional Vice-Presidents during the National Council following each regular Triennial National Convention. The alternate National Vice-President - Equity shall be a member of an equity group.

BE IT FURTHER RESOLVED THAT a new paragraph c) be added to By-Law 8, Section 4 as follows and that the following paragraphs be re-lettered accordingly:

By-law 8 – Election of National Officers

Section 4

c) The election of Alternate National Vice-Presidents shall be from members of National Council. The nominee for the alternate National Vice-President – Equity receiving the highest number of votes shall be declared elected. The 2 nominees receiving the highest number of votes for the National Vice-Presidents shall be declared elected and ranked in descending order based on the number of votes they received.

Note: Resolution 7 was referred to the By-laws Committee as the English and French versions are different and it will be presented at the next National Council meeting.

Motion carried.

m/s Reni Stein / Sue Boone

Number: 8

Subject: Election of National Officers – Accountability Accord

Originator: National Council

WHEREAS in April 2017 National Council deleted Regulation 13 – GSU Elected Officers Accountability Accord,

BE IT RESOLVED THAT By-law 8, Section 9 be removed from By-law 8.

Rationale for proposal: *Accountability Accord no longer exists in GSU Regulations.*

Recorded vote #19. Motion carried.

m/s Reni Stein / Sue Boone

Number: 9

Subject: Vacancies in National Officer Positions

Originator: National Council

BE IT RESOLVED THAT By-law 9, Section 2 be amended as follows:

By-law 9 – Vacancies in National Officer Positions

Section 2

~~In the event of a vacancy in the office of a National Vice-president, the National Council shall, elect one of the Regional Vice-presidents to fill the position of National Vice-president.~~

- a) If there is a vacancy in the office of National Vice-president, the Alternate National Vice-president shall fill the position.
- b) If a vacancy in the office of National Vice-president occurs six months or more prior to the Triennial National Convention, and there is no available Alternate NVP, the National Council shall elect one of the Regional Vice-presidents, within 60 calendar days of being notified of the vacancy.

Rationale for proposal: *By-Law 9, Section 2 needs to be amended according to the new Alternate NVP role.*

Note: Resolution 9 only relevant if Resolution #7 is passed. To be dealt with at the next National Council meeting.

m/s Reni Stein / Sue Boone

Number: 10

Subject: Vacancies in National Officer Positions

Originator: National Council

BE IT RESOLVED THAT the current By-law 9, Section 3 be deleted.

***Rationale for proposal:** This will no longer be applicable if By-Law 9, Section 2 is approved.*

Note: Resolution 10 only relevant if Resolution #9 is passed. To be dealt with at the next National Council meeting.

m/s Reni Stein / Sue Boone

Number: 11

Subject: Vacancies in National Officer Positions

Originator: National Council

BE IT RESOLVED THAT that a new By-law 9, Section 3 be created as follows:

By-law 9 – Vacancies in National Officer Positions

Section 3

Where a National Officer is absent for two weeks or longer, the National Officer must notify the National President.

***Rationale for proposal:** This will ensure that the National President knows when one of the National Council members is on extended leave and have the Alternate NVP or RVP step in.*

Note: It was agreed by National Council to postpone this resolution to the next National Council meeting.

m/s Reni Stein / Sue Boone

Number: 12

Subject: Vacancies in National Officer Positions

Originator: National Council

BE IT RESOLVED THAT By-law 9, Section 4 paragraph b) be amended as follows:

By-law 9 – Vacancies in National Officer Positions

Section 4

Section 4

b) If a vacancy in the office of Regional Vice-president occurs six months or more prior to the Triennial National Convention, and there is no available Alternate RVP, an election shall be conducted by the National Council within 60 calendar days of being notified of the vacancy. Any Local within the jurisdiction may nominate one of its members in good standing to stand for election as a replacement RVP. All Locals in the region will be permitted to elect the replacement RVP with each Local casting the same number of votes as they had delegates at the last convention.

Rationale for proposal: Adding “within 60 calendar days” puts a definite time frame on when an election for an RVP needs to occur and prevents from having the position vacant for an extensive period.

Recorded vote #20. Motion carried.

Adjournment

m/s Nicole Rousseau / Kelly Bush

The meeting ended at 5:09 p.m. and will reconvene on April 20th, 2021 at 12:30 pm.

Tuesday, April 20, 2021

1. Call to Order

The virtual (Zoom) conference call meeting of the GSU National Council was called to order at 12:30 pm (Eastern time) on Tuesday, April 20, 2021 with Brother Randy Howard in the Chair and the same participants from April 8, 14 and 20 were in attendance as stated on page 1.

Announcements

- Brother Howard welcomed National Council and he reiterated the same announcements of April 20, 2021 and added the following:
- Brother Howard reminded National Council that at today's meeting we would be dealing with item 5.b) GSU Financial Review Committee report and the budget. Should time permit we would then continue with the committee's reports. Sister Rousseau indicated that at the last meeting, Brother Howard stated that if time permitted that we would continue with the By-laws. After some discussions, it was decided that should time permit, National Council would continue to deal with item 7.a) GSU By-laws Committees' Report.
- Brother Howard briefed National Council on the federal budget. He stated that it was a 'big win' for GSU members across the country regarding Phoenix issues. Other discussion topics revolved around affordable childcare and minimum wage. The area of disappointment was the fact that there was no mention of universal pharma care.

2. Approval of Agenda

Approved on April 8, 2021. (Continued)

3. Hours of Session

Approved on April 8, 2021.

That the hours of sessions as proposed by the Chair, be approved:

Tuesday, April 20, 2021	12:30 pm – 5:00 pm
Lunch / Break	1:30 pm – 2:00 pm
Break	3:30 pm – 20 minutes

Motion carried.

7. GSU Committee Reports

b) Finance Committee

Sister Babcook Chair of the Finance Committee tabled a report on behalf of the Committee. She introduced the Committee members which are stated in the report. Sister Babcook then read the Finance Committee Report and the Terms of Reference to National Council.

m/s Martine Babcook / Nicole Rousseau

Number: 1

Motion: F-01-21

Subject: Approval of GSU Audited Financial Statements - December 31, 2019

Originator: Finance Committee to National Council – April 20-21, 2021

The Finance Committee recommends the adoption of the Audited Financial Statements dated December 31, 2019, as presented.

1. 2019 Auditor's Review Letter
2. 2019 GSU Audit Report – December 31, 2019

Recorded vote #21. Motion carried.

m/s Martine Babcook / Linda Harding

Number: 2

Motion: F-02-21

Subject: Local Observers Deferred Fund – Financial Position at December 31, 2020

Originator: Finance Committee to National Council – April 20-21, 2021

Whereas a gain has been realized in the (Leave with Pay) Payable accounts for the RCM (Royal Canadian Mint) and the TB (Treasury Board) in the year 2020, due to over-estimated expenses for Leave with Pay in 2018 and 2019;

Whereas the gain proved to be substantial enough that the Financial Review Committee concluded that it should benefit the GSU Locals and members; and, as provided in the detailed breakdown below, the net gain be held in a Deferred Fund for future benefit:

Gain – Over-estimated expenses for LWP \$46,098

Less – Observers (2019 Pres Conf) not billed to GSU Locals in 2020 (15,874) **Net Gain \$30,223**

Be it resolved that the Local Observers Deferred Fund be set up to benefit the GSU Local President's Conference in 2022 and,

Be it further resolved that the GSU will fully fund one (1) observer from each GSU Local to attend the GSU Local Presidents' Conference in 2022; the fully funded Local observer shall be an active member of the Local Executive and a member in good standing and,

Be it further resolved that an additional amount be included in the 2022 Budget line item #8 "Local Presidents' Conference" under a separate motion in Appendix C.1 with costing provided.

Rationale: *The Travel and Conference expenses of the GSU in 2020 are unusually low due to the pandemic and the gain in LWP (Leave with Pay) has been realized during the year 2020, therefore the Finance Review Committee has concluded that the Local*

Observers Deferred Fund will benefit the GSU Locals and the membership in a very positive way. It is a good use of this GSU gain in these very trying times.

Recorded vote #22. Motion carried.

m/s Martine Babcook / Nicole Rousseau

Number: 3

Motion: F-03-21

**Subject: Approval of GSU (Unaudited) Financial Statements -
December 31,2020**

Originator: Finance Committee to National Council – April 20-21, 2021

The Finance Committee recommends the adoption of the GSU **(Unaudited)** Financial Statements - December 31, 2020 as presented; the GSU **(Audited)** Financial Statements – December 31, 2020 will be presented at the National Council meeting in September 2021.

Recorded vote #23. Motion carried unanimously.

m/s Martine Babcook / Linda Harding

Number: 4

Motion: F-04-21

Subject: Motion to amend GSU Regulation 4.9 – Miscellaneous Expenses

Originator: Finance Committee to National Council – April 20-21, 2021

The Finance Committee recommends the following changes to the GSU Regulation 4.9 – Expenses for members on GSU Business, Miscellaneous Expense Allowance.

Regulation 4 – Expenses for members on GSU business

9. Miscellaneous Expense Allowance

In lieu of the payment of other miscellaneous expenses (e.g. reasonable hospitality) all GSU National Officers shall be paid an allowance of \$100.00 per month. This allowance shall be paid quarterly upon receipt of a completed expense claim.

The following guidelines are developed to clarify the GSU's Regulation 4, with respect to miscellaneous expenses.

9 Miscellaneous Expenses

9.1 Miscellaneous Expenses on member claims: • All miscellaneous expenses except tips shall be listed on the claim in the section named "Other" and a receipt must be attached;

• **Tips:** A reasonable amount of tip will be reimbursed, examples include bell persons and housekeeping at hotels, however, not included, tips at restaurants. Tips can be listed in the "Other" section of the claim and does not require a receipt.

9.2 Miscellaneous Expenses for National Council members:

1. Officers of the National Council shall receive a **miscellaneous expense allowance** of

\$200.00 per month, payable quarterly at the end of March, June, September and December of every year (\$2,400.00 annually).

This miscellaneous expense allowance would include items such as laptops, computer supplies, office supplies, paper, etc. An expense claim must be completed with receipts, once a year or quarterly, as expenses are incurred.

2. Officers of the National Council shall receive a **Cell Phone & Internet allowance** of

\$200.00 per month, payable quarterly at the end of March, June, September and December of every year (\$2,400.00 annually). An expense claim must be completed with one monthly receipt from your cell/internet provider, once a year.

3. Officers of the National Council shall receive a **Stipend** of \$200.00 per month, payable twice a year, at the end of June and at the end of December of every year (\$2,400.00 annually). The Stipend is considered a taxable earning supplement by the CRA and would be subject to taxes, but no CPP or EI deductions.

Rationale: *The Miscellaneous allowance description required more clarity and an update to reflect the miscellaneous expenses incurred by GSU members, while on travel status and how to report such expenses on the Member Expense claim.*

The Miscellaneous expenses for National Council members also required more clarity/update and an increase in financial support for equipment and supplies required to be an RVP/NVP in this changing technological environment and to more effectively provide the executive member with the financial support to acquire the tools necessary to support their Locals and the membership. The same is applicable to the Cell phone & Internet allowance; however, even more important, the Stipend is to provide the necessary support and recognition/appreciation of the time a National Council NVP/RVP spends serving the membership.

a/s Mélanie Hamel / Bruce Roy

That the motion be divided as follows: divide 9.1 and 9.2.

Recorded vote #24. Motion defeated on the amendment.

Recorded vote #25. Motion carried.

Recorded Against: *Sisters Moss, Parent, Hamel, Bush, Doucet and Brother Roy.*

Sister Bush wanted the minutes to reflect that she spoke against this motion without consulting the membership and failed to put forward accountability with the motion and further suggested money would be best provided to education and to benefit the membership instead of National Council.

m/s Martine Babcook / Linda Harding

Number: 5

Motion: F-05-21

Subject: Motion - GSU Regulation 4.9 – Miscellaneous Expenses

Originator: Finance Committee to National Council – April 20-21, 2021

Whereas if National Council carries the Motion F-04-21 to amend GSU Regulation 4.9 – Miscellaneous Expense, it would become effective immediately;

Whereas the budget for 2021 has been approved by National Council in September 2020 due to the pandemic, and Line #s 3.C – NVP – Misc. Allowance Reg 4.9, 3.D-NP/NVP – Cell Phones, 3.E – NVP - Stipend and 4.C – RVP – Misc. Allowance Reg 4.9, 4.D – RVP – Cell Phones, and 4.E – RVP - Stipend are costed accordingly.

Be it resolved that as a result of the amendment to Regulation 4.9, GSU will incur additional expenses in 2021 for the line items listed above,

and,

Be it further resolved that the over-expenditure of these line items shown below, be taken from the “Unreserved Funds” as shown on the GSU Statement of Financial Position at December 31, 2020, as the over-expenditure is not included in the 2021 Budget.

Budget Over-expenditure in 2021:	2021	2022-2023	Over-
expenditure			
3.C NVP - Misc. Allowance Reg. 4.9.1	\$ 3,600	\$ 7,200	\$ 3,600
3.D NP/NVP-Cell Phones/Internet Reg 4.9.2	\$ 3,600	\$ 9,600	\$ 6,000
3.E NVP – Stipend Reg 4.9.3 0	\$ 7,200	\$ 7,200	
4.C RVP - Misc. Allowance Reg. 4.9.1	\$19,200	\$ 38,400	\$19,200
4.D RVP -Cell Phones/Internet Reg 4.9.2	\$14,400	\$ 38,400	\$24,000
3.E RVP – Stipend Reg 4.9.3 0	\$ 38,400	\$38,400	
Total	\$40,800	\$139,200	\$98,400

Recorded vote #26. Motion carried.

Recorded Against: Sisters Hamel, Parent, Bush and Doucet

m/s Martine Babcook / Nicole Rousseau

Number: 6

Motion: F-06-21

Subject: Motion to amend GSU Policy 15 – Local Annual General Meeting
Subsidy Originator: Finance Committee to National Council –
April 20-21, 2021

The Finance Committee recommends the following changes to the GSU Policy 15 – Local Annual General Meeting Subsidy

Policy 15 – Local Annual General Meeting Subsidy

1. An allowance of ~~\$100.00~~ **\$500** per year will be provided to GSU Locals with fewer than 100 members to help offset the costs of holding the Annual General Membership meeting.

2. The allowance of \$500.00 will be payable to GSU Locals with fewer than 100 members in the month of July following their AGM; this will provide enough time for the National Office to confirm the receipt of the AGM minutes and Financial Statements, as per By-Law 10 – Locals, Section 11.

Rationale: *At December 31, 2020, the GSU has 9 Locals with less than 100 members. The Rebate dues are very low; and the subsidy has not been increased in a very long time. The increase will be very well appreciated by these small Locals and provide them with more resources for their AGMs.*

Recorded vote #27. Motion carried.

m/s Martine Babcook / Nicole Rousseau

Number: 7

Motion: F-07-21

Subject: Line #8 - Local Presidents' Conference – Budget Year 2022

Originator: Finance Committee to National Council – April 20-21, 2021

Whereas a Local Observers Deferred Fund has been set up in the GSU Financial Position at December 31, 2020 in the amount of \$30,223;

Whereas the GSU will fully fund one (1) observer from each GSU Local to attend the GSU Local Presidents' Conference in 2022; the fully funded Local observer shall be an active member of the Local Executive and a member in good standing.

Be it resolved that an additional amount of \$55,000 be added to Line #8 – Local President' Conference, in 2022, to include the net expenses of a fully funded observer from each GSU Local, as detailed in the costing below:

Costing:

Airfare: (28) X \$750.00 \$ 21,000

Ground: (28) X \$150.00 \$ 4,200

Salary: (28) X \$275.00/Per Day/4 Days \$ 30,800

Per Diem: (28) X \$100.00/Per Day/4 Days \$ 11,200

Hotel: (28) X \$214.56/Per Night/3 Nights \$ 18,023

Total Estimated Costs: \$ 85,223

Less: Local Observers Deferred Fund (30,223)

Net Estimated Costs: \$ 55,000

Rationale: *Due to the pandemic, the Triennial Budget for 2021, 2022 and 2023 includes only one (1) Local Presidents' Conference rather than the usual two (2) Local Presidents' Conferences as stated in GSU By-Law 12. Therefore, the Finance Review Committee has concluded that the funding of one (1) Local Observer from each Local*

will benefit the GSU Locals and the membership in a very positive way. It is a good use of the 2022 GSU budgetary funds in these very trying times.

a/s Shanny Doucet / Sue Boone

That this resolution be referred back to the GSU Finance Committee with the following instructions. That the proper dollar amount be reflected and report back to National Council.

Recorded vote #28. Motion carried.

m/s Martine Babcook / Linda Harding

Number: 8

Motion: F-08-21

Subject: Motion to amend Regulation 4.12 – PSAC Events

Originator: Finance Committee to National Council – April 20-21, 2021

The Finance Committee recommends the following changes to the GSU Regulation 4.12 – PSAC Events.

Regulation 4 – Expenses for members on GSU business

12. PSAC Events 1. PSAC Triennial National and Regional Conventions

When a GSU member is attending a PSAC event such as a Conference or **National or Regional Convention** as a GSU delegate, the member shall be considered as being on GSU Union Business. GSU shall therefore reimburse expenses not covered by the PSAC, in accordance with the provisions of Regulation 4.

2. PSAC Other Conferences

When a GSU member is attending a PSAC Conference **approved by the National President**, the member shall be considered as being on GSU Union Business. GSU shall therefore reimburse expenses not covered by the PSAC, in accordance with the provisions of Regulation 4.

3. A GSU Member claim shall be submitted with a copy of the processed and paid PSAC claim; a reimbursement of expenses not covered by the PSAC will be reimbursed accordingly and in accordance with the provisions of Regulation 4.

Rationale: The newly created Regulation 4.12 approved at the November 2020 National Council meeting required more clarity for the PSAC events relative to the budget line items and clearer parameters for the submission and processing of claims.

Recorded vote #29. Motion carried unanimously.

Remarks

As the GSU Finance Committee was unable to present the budget until resolution F-7 has been resolved Brother Howard advised National Council that we would continue with item 7.a) GSU By-laws Committee. Once amendments are made to resolution F7, we would revert dealing with item 7.b) GSU Finance Committee.

GSU By-Laws Committee Reports (Continued – Item # 7a)

Brother Howard asked the Co-Chairpersons of the By-laws Committee, Sister Reni Stein, to continue with the By-laws resolutions.

m/s Reni Stein / Sue Boone

Number: 13

Subject: Investigation of a Local's activities

Originator: National Council

WHEREAS a request to investigate a Local's activities is a serious process; and

WHEREAS the findings of the investigation could result in National Council having to put the Local in Trusteeship; and

WHEREAS there is currently no provision for the National President to provide a written report on their findings.

BE IT RESOLVED THAT the National President provides a written report to the National Council and requestor(s) of the investigation; and

BE IT FURTHER RESOLVED THAT a new paragraph b) and c) be added to By-law 10, Section 14 as follow and that the following paragraphs be re-lettered accordingly:

By-law 10 – Locals

Section 14

b) When there is a Local Executive in place, the Local Executive shall be made aware by the National President of the requested investigation.

c) A report on the investigation shall be provided to the requestor(s) and to National Council.

Rationale for proposal: This will ensure that there is a record when the National President receives an investigation request and that should National Council have to vote to put a Local in trusteeship, they will do so fully aware of the situation.

Recorded vote #30. Motion carried.

m/s Reni Stein / Sue Boone

Number: 14

Subject: Local Presidents' Council

Originator: National Council

WHEREAS in 2017 Convention voted to have two Local President's Council every cycle; and

WHEREAS the format of the meeting resembles more a Conference with training opportunity and various workshops; and

WHEREAS in GSU official document, the term "Local Presidents' Conference is being used to identify this meeting; and

WHEREAS the Local Presidents do not meet in a Council to make recommendation to the National Council.

BE IT RESOLVED THAT By-Law 11 be amended as follows:

By-law 11 – Local Presidents' ~~Council~~ Conference

In ~~the year~~ each of the two years prior to the GSU Triennial National Convention, the National President will organize ~~convene~~ a ~~meeting of the~~ Local Presidents' Conference ~~Council, which will make recommendations to the National Council.~~ The National Council Meeting for those two years ~~that year~~ will be held immediately after the Local Presidents' Conference ~~Council meeting.~~

Rationale for proposal: *This amendment will more accurately reflect GSU business.*

Recorded vote #31. Motion carried.

Announcements

- Brother Howard advised National Council that Sister Desrosiers will amend the resolution F-7 and the budget and that Sister Desrosiers will send an updated version by email to National Council prior to tomorrow's meeting. (April 21st, 2021)
- Sister Doucet advised National Council that next week is National Volunteer week and thanked National Council for the work that they do on a daily basis for the members.
- Brother Howard thanked the staff, the interpreters, and technicians for a job well done and National Council for their on-going support.

Adjournment

m/s Kelly Bush / Sue Boone

The meeting ended at 4:57 p.m. and will reconvene on April 21st, 2021 at 12:30 pm.

Wednesday, April 21, 2021

1. Call to Order

The virtual (Zoom) conference call meeting of the GSU National Council was called to order at 12:30 pm (Eastern time) on Wednesday, April 21st, 2021 with Brother Randy Howard in the Chair and the same participants from April 8, 14, 20 were in attendance as stated on page 1.

Announcements

- Brother Howard welcomed everyone. Brother Howard reminded National Council that simultaneous interpretation is provided for this meeting and reminded National Council to use a headset and put their phone on mute if they are not addressing National Council.
- Brother Howard advised National Council that we would be dealing with the GSU item 7.b) Finance and By-Laws Committees.

2. Approval of Agenda

Approved on April 8, 2021. (Continued)

3. Hours of Session

Approved on April 8, 2021.

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

Wednesday, April 21, 2021	12:30 pm – 5:00 pm
Lunch / Break	1:30 pm – 2:00 pm
Break	3:30 pm – 20 minutes

Motion carried.

GSU Committee Reports (Continued)

7.b) Finance Committee

The Finance Committee met and presented the following **amendment** to motion F-07-21.

m/s Martine Babcook / Nicole Rousseau

Motion: F-07-21 – Amended

Subject: Line #8 - Local Presidents' Conference – Budget Year 2022

Originator: Finance Committee to National Council – April 20-21, 2021

Whereas a Local Observers Deferred Fund has been set up in the GSU Financial Position at December 31, 2020 in the amount of \$30,223;

Whereas the GSU will fully fund one (1) observer from each GSU Local to attend the GSU Local Presidents' Conference in 2022; the fully funded Local observer shall be an active member of the Local Executive and a member in good standing.

Be it resolved that an additional amount of \$55,000 be added to Line #8 – Local President' Conference, in 2022, to include the net expenses of a fully funded observer from each GSU Local, as detailed in the costing below:

Costing:

Airfare:	(27) X \$750.00	\$ 20,250
Ground:	(27) X \$150.00	\$ 4,050
Salary:	(27) X \$275.00/Per Day/4 Days	\$ 29,700
Per Diem:	(27) X \$100.00/Per Day/4 Days	\$ 10,800
Hotel:	(27) X \$252.14/Per Night/3 Nights	\$ 20,423
Total Estimated Costs:		\$ 85,223
Less: Local Observers Deferred Fund		(30,223)
Net Estimated Costs:		\$ 55,000

Rationale: Due to the pandemic, the Triennial Budget for 2021, 2022 and 2023 includes only one (1) Local Presidents' Conference rather than the usual two (2) Local Presidents' Conferences as stated in GSU By-Law 12. Therefore, the Finance Review Committee has concluded that the funding of one (1) Local Observer from each Local will benefit the GSU Locals and the membership in a very positive way. It is a good use of the 2022 GSU budgetary funds in these very trying times.

Recorded vote #32. Motion carried unanimously.

m/s Martine Babcook / Linda Harding

Motion: F-09-21

Subject: Approval of GSU Triennial Budget for year 2022-2023

Originator: Finance Committee to National Council – April 20-21, 2021

The Finance Committee recommends that the attached **GSU Triennial Budget for year 2022-2023** be forwarded to the GSU Triennial National Convention as presented, with a monthly dues decrease in 2022 and 2023, as in 2021, from 0.626% to 0.615%, as a result of a one-time budget cycle item added to the dues percentage for 2018-2019-2020, as indicated below.

1. GSU Triennial Budget 2022-2023 – **Appendix C.2**
2. Explanatory Notes to the GSU Triennial Budget – **Appendix C.3**

Rationale:

2018-2019-2020 Budget and Resolutions
approved at Convention: **Budget**
G-07-17 B-05-17

0.615%

0.39 Average increase per member/per
month (As per costing)

0.13 Average increase per member/per
month (As per costing)

Final Dues %

0.626%

a/s Kelly Bush / Sue Boone

That National Council increase the Education budget line from \$15,000 to \$30,000 for the year 2022 and 2023.

Brother Howard requested a short recess to allow the Finance Committee to discuss the amendment to the resolution. (1:36 pm to 2:09 Finance Committee meeting).

After some discussions with the Finance Committee, Brother Howard rules out of order the resolution. Brother Howard advised National Council that a proper resolution should have been submitted by the Education Committee.

Some members of National Council expressed concerns regarding some of the budget line items.

m/s Shanny Doucet / Sue Boone

Sister Doucet requested an "in camera" session. (2:24 pm to 3:05 pm)

Motion carried.

Remarks

- It was indicated that an error was made regarding the National President's salary. After some discussions, it was decided that Sister Desrosiers would verify and would make the proper amendment to the National President's salary. It was noted that the discrepancy was the bilingual bonus.
- Brother Howard thanked the Finance Committee and Sister Desrosiers for their hard work as well as National Council for a good debate.
- Sister Babcook and Brother Hanson thanked the Finance Committee and Sister Desrosiers for their continued hard work on the budget.

Recorded vote #33. Motion carried.

m/s Kelly Bush / Azra Jusuf

The statement "That National Council shall receive the financial reports and budget fourteen (14) days prior to a scheduled annual National Council meeting" and shall be added to the Terms of Reference.

Recorded vote #34. Motion carried.

m/s Martine Babcook / Nicole Rousseau

To adopt the Financial Review Committee Report as amended.

Recorded vote #35. Motion carried unanimously. (Appendix 'H')

Note: Appendices are not attached to these minutes. A copy was mailed to National Council.

GSU Committee Reports (Continued)

7a) By-laws Committee

m/s Reni Stein / Sue Boone

Number: 15

Subject: Triennial National Conventions

Originator: National Council

WHEREAS Locals have reporting obligations towards the Union; and

WHEREAS Locals who do not fulfill their reporting obligations have their dues withheld and are not in good standing; and

WHEREAS Locals who are not in good standing are still able to send delegates to GSU Triennial Convention.

BE IT RESOLVED THAT Locals that are not in good standing will not be able to send delegates to GSU Triennial Convention; and

BE IT FURTHER RESOLVED THAT By-law 12, Section 7, paragraph b) be added as follows:

By-law 12 – Triennial National Conventions

Section 7

- b) Locals that are not fulfilling their duties as defined in By-Law 10, Section 11d) will not be entitled to have delegates at GSU Triennial Conventions.**

***Rationale for proposal:** It is important that Locals fulfill their duties and be held accountable. This will give Locals an additional incentive to meet their obligations.*

Recorded vote #36. Motion defeated.

m/s Reni Stein / Sue Boone

Number: 16

Subject: Triennial National Conventions – Fraternal Delegates

Originator: National Council

WHEREAS The Fraternal Delegates is no longer applicable; and

WHEREAS in April 2017, National Council recommended striking Section 16 of By-law 12 but never brought forward a resolution at the 2017 Convention.

BE IT RESOLVED THAT Section 16 of By-law 12 be removed from By-law 12.

***Rationale for proposal:** Fraternal Delegates is no longer applicable. By-law amendments must be adopted by a 2/3 majority vote at Convention.*

Recorded vote #37. Motion carried.

Brother Howard advises that National Council that due to lack of time another National Council meeting will be held sometime in May to deal with the unfinished business. Sister Thomas will be sending an email to confirm a date.

Adjournment

m/s Linda Harding / Sheldon Jacobs

The meeting ended at 5:01 p.m. and will reconvene in May 2021.

Note: Date to be determined and Sister Thomas will follow-up by email.

Monday, May 31, 2021

1. Call to Order

The virtual (Zoom) conference call meeting of the GSU National Council was called to order at 12:31 pm (Eastern time) on Monday, May 31, 2021 with Brother Randy Howard in the Chair and the same participants from April 8, 14, 20 and May 31, 2021 were in attendance as stated on page 1. Sister Babcook joined the meeting late on May 31, 2021. (4:38 pm)

Announcements

- Brother Howard acknowledged that we are gathered on the traditional territory of the Algonquin Anishnabewaki people to which we are grateful.
- Brother Howard addressed the issue on the remains of 215 children that were found buried at the site of the former Kamloops Residential School in Tk'emlúps te Secwépemc First Nation territory in British Columbia. A moment of silence was observed.
- He thanked the staff for organizing the meeting.

2. Approval of Agenda

Approved on April 8, 2021. (Continued)

3. Hours of Session

Approved on April 8, 2021.

Monday, May 1, 2021	12:30 pm – 5:00 pm
Lunch / Break	1:30 pm – 2:00 pm
Break	3:30 pm – 20 minutes

Motion carried.

GSU Committee Reports (Continued)

7a) By-laws Committee

The GSU By-laws Committee met as resolution 7 was referred back to the Committee as the English and French versions were different.

m/s Reni Stein / Sue Boone

Number: 7

Subject: Election of National Officers

Originator: National Council

WHEREAS the position of a National Vice-President is an important one; and

WHEREAS there is currently no alternate National Vice-President in the event of a vacancy; and

WHEREAS current provisions stated in By-Law 9, section 2 are not efficient.

BE IT RESOLVED THAT 3 alternate National Vice-Presidents be elected among the Regional Vice-Presidents during the National Council following the Triennial Convention; and

BE IT FURTHER RESOLVED THAT a new paragraph c) be added to By-Law 8, Section 1 as follows and that the following paragraphs be re-lettered accordingly:

By-law 8 – Election of National Officers

Section 1

c) 3 alternate National Vice-Presidents, one of them with the equity portfolio, shall be elected among the Regional Vice-Presidents during the National Council following each regular Triennial National Convention. The alternate National Vice-President - Equity shall be a member of an equity group.

BE IT FURTHER RESOLVED THAT a paragraph c) be added to By-Law 8, Section 4 as follows:

By-law 8 – Election of National Officers

Section 4

c) The election of Alternate National Vice-Presidents shall be from members of National Council. The nominee for the Alternate National Vice-President – Equity receiving the highest number of votes shall be declared elected. The 2 nominees receiving the highest number of votes for the Alternate National Vice-Presidents shall be declared elected and ranked in descending order based on the number of votes they received.

Recorded vote #38. Motion defeated.

m/s Reni Stein / Sue Boone

Number: 9

Subject: Vacancies in National Officer Positions

Originator: National Council

BE IT RESOLVED THAT By-law 9, Section 2 be amended as follows:

By-law 9 – Vacancies in National Officer Positions

Section 2

~~In the event of a vacancy in the office of a National Vice-president, the National Council shall, elect one of the Regional Vice-presidents to fill the position of National Vice-president.~~

c) If there is a vacancy in the office of National Vice-president, the Alternate National Vice-president shall fill the position.

d) If a vacancy in the office of National Vice-president occurs six months or more prior to the Triennial National Convention, and there is no available Alternate National Vice-president, the National Council shall elect one of the Regional Vice-

presidents, within 60 calendar days of being notified of the vacancy.

Rationale for proposal: By-Law 9, Section 2 needs to be amended according to the new Alternate NVP role.

NOTE: Since resolution #7 was defeated, this motion is irrelevant. (Out of order)

m/s Reni Stein / Sue Boone

Number: 10

Subject: Vacancies in National Officer Positions

Originator: National Council

BE IT RESOLVED THAT the current By-law 9, Section 3 be deleted.

Rationale for proposal: This will no longer be applicable if By-Law 9, Section 2 is approved.

NOTE: Since resolution #7 was defeated, this motion is irrelevant. (Out of order)

Note: It was agreed by National Council to postpone this resolution to the next National Council meeting. (May 31st, 2021)

m/s Reni Stein / Sue Boone

Number: 11

Subject: Vacancies in National Officer Positions

Originator: National Council

BE IT RESOLVED THAT that a new By-law 9, Section 3 be created as follows:

By-law 9 – Vacancies in National Officer Positions

Section 3

Where a National Officer is absent for two weeks or longer, the National Officer must notify the National President.

Rationale for proposal: This will ensure that the National President knows when one of the National Council members is on extended leave and have the Alternate NVP or RVP step in.

Recorded vote #39. Motion carried unanimously.

m/s Reni Stein / Sue Boone

Number: 17

Subject: Clear Majority

Originator: National Council

WHEREAS the GSU By-Laws, Regulations and Policies of the GSU must comply with the Constitution and Regulations of the Public Service Alliance of Canada (PSAC); and

WHEREAS in Section 23, sub-section (8) of the PSAC Constitution, the term *clear majority* is used to define the electoral process; and

WHEREAS the PSAC Rules of Procedure also uses the term *clear majority* when it comes to elections.

BE IT RESOLVED that GSU By-Laws, Regulations and Policies use clear majority instead of simple majority; and

BE IT FURTHER RESOLVED that the following By-Laws, Regulations and Policies be amended to reflect this change:

- By-law 6, section 12
- By-law 8, section 3
- By-law 12, section 17
- By-law 18, section 1
- Regulation 2, By-law 9, section 1 c)
- Regulation 10, section 1 g) i.
- Regulation 11, section 2

Rationale for proposal: Using the term *clear majority* rather than *simple majority* ensures that the GSU complies with the provisions of the PSAC Constitution and Regulations and thus avoids confusion in interpretation.

Recorded vote #40. Motion carried unanimously.

m/s Reni Stein / Sue Boone

Number: 18

Subject: Definitions

Originator: National Council

BE IT RESOLVED THAT the following definitions be added to By-Law 19:

National Officers: Refers to members of National Council; the National President, National Vice-Presidents and Regional Vice-Presidents.

By-Law: By-Laws establish the general rules for the organization and can only be amended if adopted by a 2/3 majority at a GSU Triennial Convention or by a majority vote at a membership referendum (By-Law 17, s.1 and 2).

Regulation: A Regulation usually flows out of the By-Law and provides more specific details for the management of issues. For example, By-Law 15 deals with discipline and Regulation 10 outlines the procedures for handling that discipline. Regulations can be adopted or amended by a simple majority vote by National Council between Conventions but must be ratified at the next GSU Convention.

Policy: Policies are meant to give a general direction to GSU on issues outside the By-Laws and Regulations. Policies can be adopted or amended by a ~~simple~~ **clear** majority vote by National Council between Conventions but must be ratified at the next GSU Convention.

Clear Majority: Voting requirement of at least half of the vote + 1. For example, if 15 votes are cast, a clear majority would require 8 votes for a motion to be carried. **NOTE: Only if Number 17 is approved.**

Two-thirds Majority: Voting requirement of at least two-thirds of all ballots cast. For example, if 15 votes are cast, a two-thirds majority would require at least 10 votes for a motion to be carried.

a/s Azra Jusuf / Leanne Moss

Under definitions (Regulations and Policy) to add for all policies without a monetary implication.

Recorded vote #41. Motion defeated on the amendment.

Note: Editorial - to change under Policy to replace simple majority with clear majority to be consistent.

Recorded vote #42. Motion carried. (Definitions)

m/s Reni Stein / Sue Boone

Number: 19

Subject: Definitions

Originator: National Council

WHEREAS Definitions are meant to bring clarity to a text; and

WHEREAS Currently, the Definitions are at the end of the By-Laws' section; and

WHEREAS National Council should be able to add definitions as they see fit without having to wait for Convention to do so; and.

BE IT RESOLVED THAT By-Law 19 be removed from the By-Laws' section and added just after the Table of Contents, as a standalone section and that the following By-Laws be re-numbered accordingly.

Rationale for proposal: Having the Definitions as a standalone item at the beginning of the document will ensure that 1) National Council can add definitions as they see fit and 2) ensure that everyone has a common understanding of important concepts before reading through the By-Laws.

Recorded vote #43. Motion carried.

m/s Reni Stein / Sue Boone

Number: 1

Subject: Clarify reference to appointments to local executives

Originator: National Council

WHEREAS The Government Services Union has a template set of by-laws for locals found in Regulation 2 of the GSU By-Laws and Regulations; and

WHEREAS Within those by-laws there is a reference allowing for the appointment of local executives on an interim basis; and

WHEREAS The president of the PSAC has recently advised the GSU that the option of appointing interim executives could lead to abuses like the appointment of members to the executive who were not members in good standing.

BE IT RESOLVED THAT GSU Regulation 2, by-law 6, section 4 be changed to clarify who can be appointed on an interim basis, and when those positions would need to be elected; and

BE IT FURTHER RESOLVED that GSU locals be advised of this change and asked to make changes within their own by-laws to bring them into accord with the decision of the PSAC president; and

BE IT FURTHER RESOLVED THAT Regulation 2, Bylaw 6, Section 4 be modified as follows:

GSU Regulation 2, Bylaw 6, Section 4

If the office of Local President becomes vacant for any reason, the Local Vice-president will fill the position, in accordance with Local By-law ~~8~~ 7, Section 2a). If an elected office other than Local President becomes vacant for any reason, the Local Executive Committee may appoint a replacement on an interim basis **from among the Members in Good Standing of the local**. At the next General Membership Meeting the Executive must conduct an election, following the procedure outlined in the PSAC Rules of Order, to fill ~~the any~~ vacant position **or any position held on an interim basis** for the remainder of the original term of office.

Recorded vote #44. Motion carried.

m/s Reni Stein / Sue Boone

Number: 2

Subject: Replacement of a National Officer, other than the National President

Originator: National Council

WHEREAS By-Law 9 has provisions regarding vacancies in National Officers positions, including National Vice-Presidents and Regional Vice-Presidents;

WHEREAS Regulation 11 explains the procedure to follow when the National President is not able to perform their duties;

WHEREAS there are no similar Regulations for National Vice-Presidents and Regional Vice-Presidents

BE IT RESOLVED THAT a new Regulation 12 be added and the following Regulations re-numbered accordingly as follows:

Regulation 12 – Replacement of a National Officer, other than the National President

General

This regulation shall be known as the Replacement of a National Officer, other than the National President Regulation and is issued under the authority of GSU By-law 9, Sections 2 and 4. This Regulation explains the procedures to be followed when a GSU National Officer, other than the National President is not able to perform the duties of the office due to absence or incapacity.

1. Vacancy due to Absence

The National Council will be advised, at the earliest opportunity and in accordance with By-Law 9, of a National Officer's absence. In accordance with By-Law 9, each elected Alternate Officer will be delegated to replace their National Officer in the event of a vacancy due to absence.

Notes:

- A National Officer, other than the National President is considered "absent" when he or she is not able to perform the duties of the position for personal reasons such as annual leave or sickness, when on an assignment, secondment or any other form of employment with another department or when in a temporary acting assignment in an excluded position or other bargaining agent, and where a return to work is scheduled or imminent.
- The temporary vacancy created by the Alternate Officer acting for a National Officer other than the National President will not be filled.

2. Vacancy Due to Incapacity

The National Council will be advised, at the earliest opportunity and in accordance with By-Law 9, of a National Officer's incapacity. In accordance with By-Law 9, each elected Alternate Officer will be delegated to replace their National Officer in the event of a vacancy due to incapacity.

Notes:

- Incapacity is death or long-term sickness or disability, where a return to work is not expected.
- The vacancy created by the Alternate Officer acting for a National Officer other than the National President will not be filled.
- The Alternate Officers appointed using this Regulation shall serve for the remainder of the normal term of office.

Recorded vote #45. Motion defeated.

m/s Reni Stein / Sue Boone

Number: 3

Subject: Renumbering GSU policies

Originator: National Council

WHEREAS no resolution was passed to renumber policies after the removal of Policy 18

BE IT RESOLVED THAT GSU Policies after 18 be renumbered.

Recorded vote #46. Motion carried.

Remark

Brother Howard thanked the GSU By-laws Committee and National Council for their hard work.

By-laws Committee Report.

(Appendix 'I')

7.d) Report of the GSU Education Committee

Brother Bruce Roy, National Vice-President tabled a report on behalf of the Committee.

m/s Bruce Roy / Jeanette Fillion

To adopt the GSU Education Committee Report as presented.

Recorded vote #47. Motion carried.

(Appendix 'J')

e) Report of the GSU Communications Committee

Brother Kevin Hanson Regional Vice-President tabled a report on behalf of the Committee.

m/s Kevin Hanson / Jeanette Fillion

To adopt the GSU Communications Committee Report as presented.

Recorded vote #48. Motion carried.

(Appendix 'K')

f) Report of the GSU Collective Bargaining Committee

Sister Kelly Bush National Vice-President, Equity and Chair of the Collective Bargaining Report tabled a report on behalf of the Committee. She advised National Council that GSU received 182 demands by members and that 72 demands were submitted to the PSAC. Sister Bush also informed National Council that Brother Troy MacDonnell Local President 60011 was elected as a bargaining team member to represent PA members and that Sister Leanne Moss, Regional Vice-President Atlantic Region was elected to represent TC members.

Brother Drozdowski thanked Sister Bush and the Committee for a job well done. Brother Howard and Sister Moss echoed Brother Drozdowski's comments. Brother Howard stated that it was approximately 15 years ago that GSU had 2 representatives on the bargaining team. Job well done!

m/s Kelly Bush / Sue Boone

To adopt the GSU Collective Bargaining Committee Report as presented.

Recorded vote #49. Motion carried.

(Appendix 'L')

g) Report of the GSU Equity Committee

Sister Kelly Bush National Vice-President, Equity tabled a report on behalf of the Committee.

m/s Kelly Bush / Sue Boone

To adopt the GSU Equity Committee Report as presented.

Recorded vote #50. Motion carried.

(Appendix 'M')

Sister Bush presented the following motion to National Council and she provided the following rationale:

**Building Equity in The Union
General Resolution
Mentorship
Submitted by GSU Equity Committee**

The problem/issue:

As per the gender equity task force report, women lack supports when entering the union. The GSU equity committee felt that the report could represent any equity group, supports for equity group members are lacking in GSU. The priorities that were created at the beginning of the mandate talk about education and expanding on the network. Special efforts should be made, and the removal of jurisdictional barriers can assist.

The Action Requested:

Create a GSU equity mentor committee.

Add to the duties of the RVPs a new section 'f' to contact the GSU equity committee when a new member joins from one of the 5 equity groups, with a consequential renumbering as required. Reaching out to the equity committee does not mean they are personally responsible to mentor each equity group member who comes into the union. However, they can facilitate the introductions and check in on both the mentor and mentee from time to time. Also, develop a check in schedule to see how they are doing and what they may need to stay involved. Additionally, the NVP equity should go to as many AGM's as possible to support the recruitment of new equity members 30 days prior and the day before the AGM.

m/s Kelly Bush / Sue Boone

Number: 1

Subject: Create a GSU Equity Mentor Committee

Originator: GSU Equity Committee

Whereas: It is important that all members have access to resources and supports in the union; and

Whereas: The Regional Vice-Presidents (RVP's) are normally responsible for mentoring; and

Whereas: New equity group members may feel more comfortable with other experienced equity group members providing advice and guidance on union related matters; and

Whereas: The priority of the GSU Equity Committee is to grow equity in the union;

Be it Resolved: That we add to By-law 7, Section 3 a new f) with consequential re-lettering: be responsible for contacting the GSU equity committee when there is an upcoming AGM where elections are taking place.

Be it Further Resolved: that the National President supports the attendance of someone from the GSU equity committee at the AGM, and both 30 days before and the day before the AGM date.

Recorded vote #51. Motion carried.

h) Report of the GSU Local Development Committee

Sister Jeanette Fillion Regional Vice-President tabled a report on behalf of the Committee.

m/s Jeannette Fillion / Sue Boone

To adopt the GSU Local Development Committee Report as presented.

Recorded vote #52. Motion carried.

(Appendix 'N')

i) Young Workers' Committee

A report was not submitted.

j) Standing Discipline Investigation

A report was not submitted.

8. New Business

a) Update Convention 2021

Brother Howard provided the following update and answered questions on the Convention:

- GSU Convention Committees will be held virtually as follows:
 - By-laws, July 7-8, 2021
 - Finance, July 14-15, 2021
 - General, July 19-20, 2021
 - GSU 9th Triennial National Convention, September 26-28, 2023
- Deadline to submit credentials and resolutions to the National Office is today. (May 31st, 2021.
- GSU Conventions Committees will be struck and National Council and delegates will be notified shortly.
- GSU will cover loss of salary, childcare expenses and \$50 per diem for each day.
- No need to add an extra day, we should have enough time to conduct the business.
- Hours of session will be from 11:30 am to 4:30 pm.
- Training will be provided for co-chairs of the Committees, delegates, and observers.
- Sister Rousseau wanted to know if the regions could book a boardroom. Brother Howard indicated that he would follow the public health authority guidelines, and this could be a possibility.
- Brother Drozdowski requested that all information regarding Convention be posted on the GSU website. Brother Howard stated that once the information has been finalized it will be posted on the GSU website.

Remarks

- Brother Howard informed National Council that the hearing dates for the policy grievance code 699 will be held from August 30 to September 3, 2021 with the Federal Public Sector Labour Relations and Employment Board. This policy grievance does not apply to the Royal Canadian Mint. (RCM) Sister Fillion advised National Council that the RCM filed their own grievance.

9. Business arising from the previous minutes

Action items:

a) Breakdown of grievances

Brother Howard introduced and welcomed Brother David Girard, Senior Union Representative.

Brother Girard advised National Council that as of March 24, 2021, the Representative Section has an inventory of 171 grievances at final level and work needs to be done in the database to provide accurate results. Sister Rousseau expressed her concerns as National Council has been requesting this information 'over and over'. Brother Girard reassured National Council that they are working on the problem. He also reminded National Council that there is a process in place and that a reminder notice was sent. Sister Rousseau requested that this item should be a standing item to receive an updated report at every National Council meeting and that Locals be provided with an individual update. Sister Bush echoed Sister Rousseau comments and when she requests information from the National Office, she receives negative feedback. Receiving this information would be helpful to National Council. Sister Bush stated that the better we get at the lower lever representing our members, fewer cases would be transmitted to the GSU National Office.

National Council wanted to know how long it takes to process a grievance. Brother Girard indicated that it is difficult to provide a specific timeline, however, approximately 1 year. When grievances are received in the GSU National Office, priorities are as follows: 1. Termination, 2. Unresolved accommodation, 3. Leave without pay. However, priorities can change as new grievances are received. Brother Girard is trying to identify trends with the Employer and members. The Representation team is also working on drafting SOP, reviewing the steward fact sheet and how a file is received in the GSU National Office.

b) Electronic membership cards

Brother Howard informed National Council that PSAC is accepting electronic membership cards. At the present time, no changes.

c) Budget Training

Brother Howard had a conversation with Sister Desrosiers. Unfortunately, the training will not be provided this year. This item will be dealt with at the next National Council retreat in 2022.

d) Mental Health Training

Brother Howard stated that mental health training is very important, and this is a high priority. Sister Rousseau indicated that this should be a stand-alone item and top priority for GSU. She stated that proper tools should be provided to elected officers on

how to take care of yourself and activist. Brother Hanson echoed Sister Rousseau comments.

e) To create one SSC Local

Brother Howard advised National Council that PSAC will not approve to create one SSC Local. A lot more work needs to be done before we can push through this task. Sister Rousseau requested that this item be on the agenda for the next National Council meeting and National Council agreed.

10. Round Table / Adjournment

The meeting ended with a round table discussion.

Brother Drozdowski: He wanted to know when National Council would receive the \$50 per diem for each day. Sister Desrosiers advised National Council that this task would be completed by Friday, June 4, 2021.

Sister Harding: She thanked National Council for the sympathy card and donation in memory of her mother who passed away.

Sister Boone: She will be attending the PSAC Ontario Regional Convention 2021 and she will be reoffering for the Members with Disabilities position on the Ontario Council. She enjoys working with National Council and she wishes everyone good luck to whomever is running for a regional elected position.

Brother Howard: He informed National Council that he will be attending the PSAC Atlantic Convention 2021 and that he is a delegate to that Convention. Also, Sister Doucet will be running for the position alternate REVP and Sister Moss for the position of Director Young Workers. Brother Howard indicated that he will be re-offering for the position of GSU National President to fulfill his mandate. He thanked National Council and enjoys working with everyone. He thanked the staff, the interpreters and the technician for a job well done. Great work done by everyone!

m/s Linda Harding / Sue Boone

The meeting ended at 5:01 pm.

Action items for next National Council Meeting
<ul style="list-style-type: none"> • Sister Desrosiers to send expense claim - \$50 a day for each meeting.
<ul style="list-style-type: none"> • Sister Thomas to send Sister Parent NBoD minutes
<ul style="list-style-type: none"> • Brother Manchester to follow-up on PSAC training for members.
<ul style="list-style-type: none"> • Brother Howard to contact the three (3) Employers PSPC, SSC & RCM to request that they post the GSU Bursaries on their website.
<ul style="list-style-type: none"> • Sister Thomas to reach out to the URC at their next meeting to post the input call earlier than April.
<ul style="list-style-type: none"> • TOR for the GSU Finance Review Committee to be posted on the website as amended.
<ul style="list-style-type: none"> • Provide grievance report at every NC meetings and to LPs separately
<ul style="list-style-type: none"> • Mental Health Training – NC meetings (All meetings)
<ul style="list-style-type: none"> • To create one SSC Local – Agenda item for next NC meeting
<ul style="list-style-type: none"> • Posting information on GSU Convention on the website: Convention Committees etc.

Recorded votes

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	Conf. Call of 22-23 Sept. 2020	Conf. Call of 24-Nov. 2020	Conf. Call of 11-Feb. 2021	NP Report – R. Howard	NVP Report – M. Babcock	NVP Report – B. Roy	NVP Equity – K. Bush	URC #1 – Applications for B. Haywood	URC #2 – Amendment for 2021 – \$1000	URC #3 – Increase bursary to \$2000 in 2022 and 2023	Report of the URC	RVP Reports	By-Law Motion 1	By-Law Motion 2	By-Law Motion 3 – The previous question	By-Law Motion 3
Vote Number / Numéro de vote	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Babcock, Martine NVP	1	1	1	1	1	1	1	1	2	1	1	1	2	1	1	2
Bush, Kelly NVP Equity	1	3	3	1	1	1	1	1	1	1	1	1	2	2	1	1
Roy, Bruce NVP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Boone, Sue	1	1	3	1	1	1	1	1	1	1	1	1	1	1	1	1
Colterman, Steve	3	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1
Doucet, Shanny	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Drozdowski, Anthony	1	1	3	1	1	1	1	1	1	1	1	1	2	1	1	1
Fillion, Jeannette	1	3	1	1	1	1	1	1	2	1	1	1	2	1	1	2
Hamel, Mélanie	1	1	1	3	1	1	1	4	1	1	1	4	1	1	1	1
Hanson, Kevin	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Harding, Linda	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1
Jacobs, Sheldon	3	3	1	1	1	1	1	1	2	1	1	1	1	1	1	1
Jusuf, Azra	1	1	1	1	1	1	1	1	1	1	1	1	2	3	1	1
Moss, Leanne	3	1	3	1	1	1	1	1	1	1	1	1	2	2	1	2
Paquette, Paul	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Parent, Michèle	1	1	1	1	4	1	1	1	1	1	1	1	2	3	1	1
Rawlins, Heather	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Rousseau, Nicole	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Stein, Reni	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1
Howard, Randy	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	2

Recorded votes

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	By-Law Motion 5	By-Law Motion 6	By-Law Motion 8	By-Law Motion 12	F 01-21	F 02-21	F 03-21	F to divide M 04-21	F 04-21	F 05-21	F 06-21	F 07-21 Refer to Cttee	F 08-21	By-Law Motion 13	By-Law Motion 14	F 07-21- Amended
Vote Number / Numéro de vote	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Babcock, Martine NVP	2	1	1	1	1	1	1	2	1	1	1	2	1	2	1	1
Bush, Kelly NVP Equity	1	1	1	1	1	2	1	1	2	2	1	1	1	1	1	1
Roy, Bruce NVP	1	1	1	1	1	1	1	1	2	4	1	1	1	1	1	1
Boone, Sue	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Colterman, Steve	1	1	1	1	4	1	1	2	1	1	1	2	1	1	1	1
Doucet, Shanny	1	1	1	1	1	2	1	1	2	2	1	1	1	1	1	1
Drozdowski, Anthony	2	1	1	4	1	1	1	1	1	1	1	2	1	1	1	1
Fillion, Jeannette	2	1	1	1	1	1	1	2	1	1	1	1	1	2	1	1
Hamel, Mélanie	1	1	1	1	1	1	1	1	2	2	1	1	1	4	4	1
Hanson, Kevin	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1
Harding, Linda	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1
Jacobs, Sheldon	1	1	1	1	4	1	1	2	1	1	1	1	1	2	1	1
Jusuf, Azra	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Moss, Leanne	2	2	1	1	1	2	1	1	2	2	1	1	1	1	1	1
Paquette, Paul	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Parent, Michèle	1	1	1	1	1	2	1	1	2	2	1	1	1	1	1	1
Rawlins, Heather	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1
Rousseau, Nicole	1	1	1	1	1	1	1	2	1	1	1	2	1	1	1	1
Stein, Reni	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1
Howard, Randy	2	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1

Recorded votes

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	F 09-21	Financial to be submitted in advance	Budget	By-Law Motion 15	By-Law Motion 16	By-law Motion 7	By-law Motion 11	By-law Motion 17	By-law Amendment Motion 18	By-law Motion 18 - Definitions	By-law Motion 19	Regulation 1	Regulation 2	Regulation 3	Education Committee Report	Communications Committee Report
Vote Number / Numéro de vote	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
Babcock, Martine NVP	1	2	1	2	1	4	4	4	4	4	4	4	4	4	4	4
Bush, Kelly NVP Equity	2	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Roy, Bruce NVP	1	1	1	2	1	2	1	1	1	1	1	1	2	1	1	1
Boone, Sue	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Colterman, Steve	1	2	1	2	1	2	1	1	2	2	3	1	2	1	1	1
Doucet, Shanny	1	1	1	1	1	2	1	1	1	3	1	1	4	4	4	4
Drozdowski, Anthony	1	1	1	2	1	3	1	1	2	1	1	1	2	1	1	1
Fillion, Jeannette	1	2	1	2	1	2	1	1	2	1	1	1	2	1	1	1
Hamel, Mélanie	3	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1
Hanson, Kevin	1	1	1	2	1	2	1	1	2	1	1	1	2	1	1	1
Harding, Linda	2	2	1	2	1	1	1	1	2	1	1	1	2	1	1	1
Jacobs, Sheldon	1	2	1	2	1	1	1	1	1	1	1	1	2	1	1	1
Jusuf, Azra	1	1	1	2	1	2	1	1	1	1	1	1	2	1	1	1
Moss, Leanne	2	1	1	2	1	3	1	1	1	1	1	1	3	1	1	1
Paquette, Paul	1	1	1	2	1	2	1	1	2	1	1	1	2	1	1	1
Parent, Michèle	1	1	1	2	1	2	1	1	1	1	1	1	2	1	1	1
Rawlins, Heather	1	1	1	2	1	4	1	1	1	1	1	1	1	1	1	1
Rousseau, Nicole	1	4	1	2	1	2	1	1	2	1	1	1	2	1	1	1
Stein, Reni	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1
Howard, Randy	1	2	1	2	1	2	1	1	2	1	1	1	2	1	1	1

Recorded votes

Legend / Légende: 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	Collective Bargaining Report	Equity Committee Report	Equity Resolutions	Local Development Report												
Vote Number / Numéro de vote	49	50	51	52												
Babcock, Martine NVP	4	4	4	4												
Bush, Kelly NVP Equity	1	1	1	1												
Roy, Bruce NVP	1	1	1	1												
Boone, Sue	1	4	1	1												
Colterman, Steve	1	1	1	1												
Doucet, Shanny	4	1	1	1												
Drozdowski, Anthony	1	1	1	1												
Fillion, Jeannette	1	1	1	1												
Hamel, Mélanie	4	4	3	3												
Hanson, Kevin	1	1	1	1												
Harding, Linda	1	2	1	1												
Jacobs, Sheldon	1	1	1	1												
Jusuf, Azra	1	1	1	1												
Moss, Leanne	1	1	3	3												
Paquette, Paul	1	1	1	1												
Parent, Michèle	1	1	4	3												
Rawlins, Heather	1	1	1	1												
Rousseau, Nicole	1	3	1	3												
Stein, Reni	1	1	1	1												
Howard, Randy	1	1	1	1												

Appendix 'A' – Agenda

GSU National Council Meeting April 8, 14, 20 and 21, 2021 - Virtual Meeting (Zoom) Proposed Agenda 12:30 pm to 5:00 pm

Thursday, April 8, 2021

1. Call to Order and Announcements
 - Oath of Office (Steve Colterman)
 2. Approval of Agenda
 3. Hours of Session
 4. **Approval of Previous Minutes**
 - a) Conference Call Minutes of September 22 and 23, 2020
 - b) Conference Call Minutes of November 24, 2020
 - c) Conference Call Minutes of February 11, 2021
 5. **Officers' Reports**
 - a) National President's Report
 - b) National Vice-Presidents' and National Equity Officer's Reports
 - c) Regional Vice-Presidents' Reports
 6. **Equity Presentation (2:00 pm)**
 - **Guest Speaker:** Erica Ifill

Note: If time permits, we will deal with the next item of business.
-

Wednesday, April 14, 2021

7. GSU Committee Reports
 - a) By-laws Committee
 - Other National Council Resolutions to Convention 2021

Wednesday, April 20, 2021

- b) Financial Review Committee
-

Thursday, April 21, 2021

- c) Union Recognition Committee (To be dealt with prior to items 5.c)
- d) Education Committee
- e) Communications Committee
- f) Collective Bargaining Committee
- g) Equity Committee
- h) Local Development Committee
- i) Young Worker's Committee (No report)
- j) Standing Discipline Investigation Committee (No report)

8. New Business

- a) Update Convention 2021

9. Business arising from the previous minutes

Action items:

- a) Breakdown of grievances, which regions, backlog – how many
- b) Electronic membership cards
- c) Budget training
- d) Mental Health Training
- e) To create one SSC Local

10. Round Table / Adjournment

National Council

Appendix 'B' – Report of the National President, Randy Howard

The pandemic has worsened in most parts of the country since the National Council of September 2020. In many places lockdowns on activity have been reimposed and new restrictions have been added. Infection rates have soared; and many workplaces have been deemed critical services. As of the writing of this report, 950,000 people in Canada have been infected by the virus since the first reported case; 22,780 people have lost their lives. GSU stands in sympathy and solidarity with all who have suffered; we honour and thank all who are working so hard to get our country through these devastating times.

GSU members, working with our Employers, continue to work to serve the citizens of Canada. Our members are attempting to balance their work and family responsibilities as the pandemic continues. Schools and daycares open and close, which is causing immeasurable difficulties to manage work and home life. The impact of the pandemic on the mental health and well-being of everyone cannot be understated—and that includes the impact on the mental health of our GSU employees, activists and leaders who are having to work very hard under extremely difficult circumstances to respond to all the challenges GSU members are experiencing.

The Future

With the rollout of vaccines, the workplace of yesterday will not be the workplace of the future. Many members may never return to the office as they choose to work from home or to work remotely. Other members may choose to work from home and return to the office one or two days a week, month, or year. Whatever members choose it will be a very different workplace.

There is no denying the devastation the pandemic has created, however it has created opportunities. We advocated for telework in the past and were met with denial. Now most of our members are working from home or remotely. We also advocated for members' safety during the winter months and now members don't have to travel to their workplaces.

As a union, we need to find ways to meet and engage GSU members. We must find new and inventive ways to engage our members as they work remotely.

The conferences and conventions which we would attend in person will now be virtual. The GSU 8th Triennial Convention along with the PSAC Regional conventions will all be held virtually. Work is continuing to ensure we have a successful convention and we will be watching the PSAC Regional Conventions to obtain best practices for safe and healthy gatherings.

GSU has successfully provided support and training to thirteen locals to facilitate their AGMs or General meetings virtually. In each instance the virtual meetings continually become more efficient and productive. We have been able to have elections for elected officer positions and the Locals are able to conduct the business of their Locals.

Public Service and Procurement Canada

Work with the Employers continues. Public Service and Procurement Canada continues to serve Canadians. Our members have continued performing their duties to serve Canadians from the beginning of the pandemic in March 2020. Some members' positions were deemed critical and they had to continue going into the workplace. We ensured Public Health protocols were in place for our members to be safe within the workplace.

We continue to have consultation meetings with many of the branches within PSPC, such as Real Property, Corporate Services and Human Resources and Pay to name a few. GSU is working with the Employer on many fronts. We must ensure workplaces will continue to follow the protocols for the health and safety of our members. GSU also wants to ensure our members can continue to work from home or remotely until the pandemic is over.

In keeping with the Government of Canada's policy on diversity and inclusion we continue to discuss PSPC's hiring initiative with an emphasis on members from equity groups. We support the continued hiring of members who are indigenous, from racialized communities, from the LGBTQ community, women, or living with disabilities. This is needed not only within PSPC but throughout the public service.

GSU members working for the Pay and Administration Branch, HR to Pay and the Pay Solution Branch continue to pay Public Service workers even though the pay system is still not working properly. In consultation with the three branches they continue to research, identify, and correct issues within HR to Pay. We are hopeful the Employer will be able to establish a more reliable system and start to pay public service workers correctly and on time.

Shared Services Canada

Like PSPC, Shared Services Canada is focusing on the workplace of the future and GSU members have been serving clients since March 2020. We have seen some reorganization within SSC, bringing business lines in line with each other. No positions were lost in the reorganization. GSU has been in consultation for our members at the Bulk Printing Plants in Montreal and Belleville. This business is being transferred to PSPC and we are ensuring our members receive the support and training to obtain other positions within SSC or other government departments. As of the writing of this report, members are receiving the support and training and have been or will be offered positions within their same workplace with SSC.

Health and Safety measures are in place where members are in the workplace and again, like PSPC, SSC is not intending on having members return to the office until the pandemic is resolved. SSC members also identified they would like to work from home or work partially from home with a return to the workplace one or two days a week.

The Royal Canadian Mint

Our members from the Royal Canadian Mint (RCM) have also been steadily working since March 2020. Our Locals in Ottawa and Winnipeg have been working closely with the Employer to ensure our members' health and safety are put ahead of the Employer's goal of achieving profits. We were notified the Employer had wanted to

modify working hours outside of the members' collective agreement. In consultation with the Locals we were successful in reaching an agreeable schedule to prevent the Employer from contracting out the work.

Finances

Under the continued guidance and oversight of Sister Monique Desrosiers, our GSU Finance and Administration Officer, the finances of GSU are closely monitored with daily oversight and the required administrative and internal systems control 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 team.

The GSU Finance 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 Sister Linda Harding RVP, Sister Nicole Rousseau RVP, Brother Steve Colterman RVP, Local President Brother Russell Carter, and Staff Technical Advisor, GSU Finance Officer, Monique Desrosiers.

The December 31, 2020 fiscal year was a very different financial year indeed, as you will see when the GSU Finance Committee presents their report to National Council on April 20, 2021.

In essence, our Member Dues Rebates were not affected by the pandemic and remained consistent as our members continued to work and receive their pay; however, some variable Representation and meetings and/or conference expenses were almost non-existent due to the restrictions placed on travel and hotel stays; as you are well aware, meetings have been held virtually since March 2020. The operational costs and fixed costs for the Component remained the same as forecasted, although we did receive some breaks from PSAC Holdings with a "No Rent Policy" from April to October, 2020, a savings of over \$65,000 and a No Premiums" break from the Coughlin Health Care Plan for the months of November and December, 2020, a savings of over \$25,000, due to the reduction of insurance claims over this very difficult year.

As a result of the monumental decrease in expenses, the 2020 surplus is much higher than budgeted, but we also experienced an increase in members this year, as we did in 2018 and 2019. The story remains the same as last year, the 2020 surplus is higher than budgeted due to an increase in members, and as a result, an increase in membership dues. We account for the constant increase in membership, mostly from the Phoenix debacle, which continues to be resolved due to the hard work and diligence of the PSAC membership team and newly hired members. For example, the average # of dues paying members in **2017** was **7,530** members, the average # of dues paying members in **2018** was **8,107** members, the average # of dues paying members in **2019** was **8,966** members; and, the average number of dues paying members in **2020** is **10,050** members; this is an increase of 2,520 members over the 3-year budget cycle, i.e. 2018, 2019 and 2020, which could not have been forecasted in our budget as we could not have anticipated the numbers or the time that this ongoing endeavor would take.

In 2020-21, the operations and challenges of the Finance team continue to change dramatically due to the Covid-19 pandemic. As sister Monique and brother Logan

continue to work from home, many milestones continue to be met and they are both very proud that their operations have pivoted to a “90%” Finance electronic filing system and a “99%” electronic banking system. They continue to strive for the goal of providing the membership with timely reports and timely payments. The Local Electronic filing system is nearing completion and should be up to date with current 2021 AGM information by this summer.

The GSU Finance Committee will present to National Council, the **Unaudited Financial Statements at December 31, 2020**. However, the “virtual” external audit, which is performed by an outside professional auditing firm, Andrews & Co. (to ensure that our financial reporting is accurate, transparent and follows Generally Accepted Accounting Principles), will be conducted in May 2021. As stated in my last report of September 2020, the **Audited Financial Statements at December 31, 2019** will be presented to National Council on April 20th at our National Council meetings.

The GSU National Financial Review Committee will also present to National Council, the **2022-2023 Budgets** for this triennial period; as you recall, the **2021 Budget**, one year only, was presented to National Council in September 2020, due to the Covid-19 pandemic.

Representation

As mentioned in our last report, there is no doubt that 2020 and 2021 are proving to be challenging years. COVID 19 has put all of us into an unprecedented situation under very difficult circumstances. The departure of Wael Afifi in January and onboarding his replacement Brother David Girard added to the challenge. However, the representation team adapted very well and was able to continue to represent our membership.

Since Brother Girard joined GSU on January 11, 2021, our team continues to meet with our three employers to “meet and greet” and to discuss the challenges with grievances at final level. The turnover on the employer side is important and those meetings gave us the opportunity to make first contact and facilitate future communications.

As of March 24, 2021, our current inventory at final level is 171 grievances. Our top three subjects are Phoenix grievances (20), duty to accommodate (18) and job description (13). We have 62 grievances received prior to December 31, 2018. Those grievances will be treated in priority and we hope to be able to significantly reduce the number of old grievances in our inventory in 2021.

We have 57 grievances for the Mint, 90 for Public Services and Procurement Canada and 23 for Shared Services Canada.

According to Unionware (UW), during the period from September 1, 2020 to February 28, 2021, the GSU head office received a total of 61 new grievances. During that same period UW indicates that there were 20 files referred to the PSAC Representation Section to request assessment for referrals to adjudication (TB Units) or arbitrations (RCM).

The same period also saw the Representation team successfully closing 17 files. A file is closed when we win the grievance at the Final level or when we reach a settlement or in rare circumstances when a member is no longer interested in pursuing the grievance or if the file lacks merit.

We have continued to work on the accuracy of our data, and we are improving our capacity to report on trends and address them in a timely matter.

In addition to helping with daily queries, the Representation team also handles Disability Case Management (DCM) and Phoenix issues. Our team has worked on many DCMs and Phoenix issues where we have assisted or escalated but the member has not filed a grievance.

Conclusion

To conclude, I would like to thank the hardworking elected members of National Council, the Regional Vice-Presidents, and National Vice-Presidents, who dedicate their time to the cause of improving working conditions and bettering the lives of our colleagues. I would like to thank each local president, vice-president, the secretaries and treasurers, the hardworking shop stewards, and all the various activists at the local level who keep this union going with their often-overlooked work. I would like to thank the GSU staff for their dedication and diligence. Finally, I would like to thank the members who have joined together to form this union. We are all working together to get through this pandemic, and we are all doing our part. I am glad to have you all as part of the GSU team.

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

As I start to write my report on March 1st, 2021 just a few days before the Anniversary of the Phoenix Pay System I must say I am not surprised that we are still in this position of not having a new pay system in place and Treasury Board continues to create hardship to our members by taxing damages. My last in person trip was exactly a year ago this week where the Finance Committee met to prepare Financial Statements and Budget for the GSU Convention in 2020. Although our Convention was postponed, we were prepared to submit the 1-year budget for 2021 as planned. March 13, 2020 was the last day employees were in the physical workspace, home, becoming your new office workspace for an unknown length of time but like myself I didn't think a year later we would be in the same position. We started off with VPN issues as you can imagine PSPC was not prepared for everyone to work from home on the other hand now the argument that no one can telework is simply not true for the majority. The new way of work was a challenge for most of us, working from home with children, home schooling, elder care or working from home when home wasn't your safe place. I, myself, have noticed an increase in Mental Health issues from members and rightly so we have been living in the unknown for a year now with no end in sight and no normalcy as we once knew it. Everything has changed, the way we now work and conduct meetings, Zoom, MS Teams to name a few. AGM's are online and I must say the few that I have attended went very well, I look forward to the PSAC Regional Conventions, Collective Bargaining and CLC. GSU has continued with Union Management Consultation at all levels, NVP's have regular calls on updates and concerns, we continue to do the work for the membership just not in the face-to-face manner we are used to, there are too many meetings to post. In 2020 I've experienced loss, not being able to attend someone's funeral, not knowing a relative was able to get out of another country to get home, worrying about elder parents in another province, not knowing if my husband would lose his job and many more stresses. My report is so different than the previous ones, but we are now in different and uncertain times. I want to thank all of you for your continued work for the membership and remember to be good to yourself and stay safe.

In Solidarity,

Martine

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

Friends, Sisters and Brothers:

It is my pleasure to submit this report, as National Vice-President, (NVP) to the Government Services Union (GSU) National Council. (NC).

As highlighted in my 2019 and 2020 report, one of my first orders of business was and still is supporting our sisters, brothers and friends from the Heating Plants in the National Capital Region (NCR) who were deemed surplus by Public Services and Procurement Canada (PSPC) effective January 6, 2021.

We at GSU have been working tirelessly to ensure the rights of our members are respected. I am co-chair of the Work Force Adjustment (WFA) Committee on behalf of the GSU. GSU is very well represented at the committee with, Regional Vice-Presidents Kevin Hanson and Paul Paquette; Local President Joey Palomaki and with the support of sister Stephanie Ehler, have made progress in ensuring the employer respects our members rights in this extremely difficult time.

On a similar note, I have been supporting our friends at the Imaging and Receiver General Operations Directorate in Matane, who were facing a similar fate. However, the employer, in collaboration with the Local 10060 and with the support of sister Mélanie Hamel RVP Québec East, successfully reassigned our members, thus ensuring minimal breaks in service for the employees. This is a great example of collaboration between all levels of the GSU and further emphasizes the importance of solidarity as an organization. I must tip my hat to Sister Hamel and the members of the Local 10060 Executive. At the time of writing this report, we are confident that no members will be officially designated as affected as per the WFA appendix of the Collective Agreement. (CA)

Consultation

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 are the voice of the membership.

I have been assigned the Shared Services Canada (SSC) portfolio. We have much work to do to re-establish GSU's role at the consultation table. With the support of sister Michèle Parent RVP Québec West and brother Kevin Hanson, we are seeing a transformation on the quality of consultation. I hope to make important strides, in unifying our approach to this extremely valuable consultation. A highlight of our efforts

is the recent creation of Branch Labour-Management Consultation Committee (BLMCC) at SSC.

Our members have elected me to be their voice, and I will complete that mandate. GSU will be a force in the SSC.

Below is a summary of the various committees:

Shared Services Canada (SSC)

- National Labour Management Consultation Committee (NLMCC)
- National Health and Safety Policy Committee (NHSPC)
- Human Resources National Consultation Committee
- Branch Labour-Management Consultation Committee (BLMCC)

Public Services and Procurement Canada (PSPC)

- NLMCC
- NHSPC
- HR to Pay Program Office (HRPPO)
- Receiver General and Pension Branch (RGPB)
- Workplace Renewal Initiative (WRI) consultations

Mentoring

Mentoring, mentoring, and mentoring local and regional officers is the most important part of our duties. 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 Region and
- The Components.

It is extremely important to regularly engage our local leaders. The PSAC seven Regions and fifteen Components will be holding their tri annual conventions in 2021. GSU must be a strong voice. 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.

Also, since Local 70017 in the NCR was short on executive members, as well as shop stewards, brother Hanson and I have been the point of contact for SSC employees in the NCR. We have been assisting and supporting over 1500 members from this local at discipline meetings, return to work, duty to accommodate etc.

I am happy to announce that effective February 23, 2021, we held a very successful Annual General Meeting (AGM) for Local 70017. We elected a full executive team lead by Local President François Zarraga. Brother Zarraga brings a wealth of union experience to the local executive team.

Additional Activities

Completed

- November 5, 2020
 - AGM Local 10161 Montreal
- January 28, 2021
 - General Meeting Local 70013
- February 17,
 - AGM Local 10011 Quebec
- February 23,
 - AGM Local 70017 NCR

Upcoming

- March 9
 - AGM Local 10060 Matane
- May 14
 - Delegate PSAC NCR Convention

- June 4
 - Observer at PSAC Atlantic Region Convention
- June 17
 - Observer at PSAC Québec Region Convention
- June 25
 - Observer at PSAC Prairies Region Convention

Conclusion

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 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. It's your leadership that inspires me to keep working hard at ensuring our employers respect our rights.

I can't say enough about my colleague NVPs. sister Babcook and sister Bush 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. What can I say about the fabulous GSU staff? By far the most professional, competent team one can put together. Lastly, I am appreciative of Brother Howard's support. The strong GSU team is second to none and we shall continue to work together in the best Component of the PSAC.

Respectfully submitted,

Bruce Roy
National Vice-President

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

Covering from March 1, 2020 – March 31, 2021

All my reports note that this year has been a very different year from others. This seems to be particularly relevant for this report. It seems that with the spread of the pandemic, the inequalities in the world are being magnified. This means that the last year has been exceptionally busy for the role of NVP- Equity. I participated and was involved in the following committees.

- **Working Group for Bill C64**
 - This is a subgroup from the National Health and Safety Policy Committee. All the networks are represented here, and I am the co-chair. We look at the information provided from the Center of Expertise and OSHD representatives
- **Policy drafting team Bill C65**
 - This was intensive work starting in September where SMEs worked on the interim policy to ensure compliance with the new legislative changes to the CLC Part II. Some key points are that investigations are from a prevention perspective and if members are lodging a complaint, they should file a grievance and put it in abeyance pending the outcome of the departmental process. The grievance allows 2 TOR's for the investigation allowing use of the report external to the CLC process.
- **Joint Committee on Employment Equity and Diversity (JCEED)**
 - The ESR is nearly completed, and we should be receiving a draft of that report. The report will feed into the Diversity Action Plan (EE Plan). Diversity networks are in the process of being staffed as the recommendations from GSU to the PSPC DM commitments were to staff the positions, add work into the EPMA process, create a network for mentorship or work within existing networks and create a path for the various network employees to ensure they are not stuck in an entry level position and there is a career path for anyone who wants it regardless of skin color, race, religion etc.
- **PSAC-National (Component Representative) and Atlantic Regional Human Rights Committees**
 - The regional committee meets periodically, we just had our budget planning exercise and planned our activities for the year.
 - The NHRC meeting was held in January 2021 and I will submit as an annex my report to the National President on the activities at that meeting.
- **PSAC-Women's and Area Council meetings**
 - These meetings have had a break since COVID but are starting back up. The Area Council had a few meetings, but new staff saw new distribution lists where I was not included. That has been rectified. Similar situation for the women's committee. I did participate in an International event for IWD 2021 but there were a lot of technical issues with that call. A lot of

really interesting work around the world on advancing women and girls' rights.

- **National and Regional Mental health committee**
 - I have participated more on the national committee as work on Bill C65 took precedence in the fall of 2020. I have been trying to get them to coordinate the events as there is opportunity now to create event themes across the country and partner with other committees and organized events. I am pleased to report that the department is currently in the process of actioning this request. This will see partnerships with the ombudsman's office, diversity networks and JCEED to plan events to maximize participation and minimize the impacts on the employees who wish to participate and have work commitments.
- **National Mental Health Steering Committee**
 - This is a new role; this group creates the direction for the Mental health working groups. We work on a 3-year plan for the direction we wish to take in the department for the Mental Health networks.
- **Atlantic Diversity Network**
 - This group and others in the regions will become a partner in the diversity networks across the country in order to support those regions without a dense population. The network chairs of both the diversity and employee networks will work together to create the family.
- **PSPC Indigenous Circle for Employees Network**
 - This is a newly formed network and I have assisted with the TOR for the committee and SOMC for the position. It is critical that the NVP Equity continues the relationship with all the network chairs for the benefit of GSU equity group members.
- **GSU Collective Bargaining Committee – Chair**
 - We met and there is a report included in the list of reports on the activities. We vetted a lot of demands and those that were not submitted were sent back the RVPs in order to create engagement opportunities with their members (Locals and individual members).
- **GSU Equity Committee – Chair**
 - We had virtual meetings and some individual chats and discussions. I have submitted a report on the activities of the committee. We have some recommendations to submit for consideration by National Council.
- **National Labour Management Consultation Committees**
 - We have raised the issues of members at this table, and we learn about new items coming forward. For example, we have received updates on the next generation pay and travel systems. We raised at this meeting the issues with the EPMA process, this was in advance of the release of the Ombudsman report on the weaponization of EPMA and the policy was changed on EPMA's. We also raised the need for language training to be accessible to all and there are ways to do this by hiring a language training on contract, similar to what has been done at the pension center in the past.

- **National Health and Safety Policy Committee**

- This committee does very important work that affects everyone. Health and Safety is everyone's responsibility and is the only legislated committee in the department. We see information on back to work and masks, the evolution of work and the future of work.
- The investigators list for Bill C65 will be approved at this table and we will be tracking the number of cases brought to the center of harassment and violence in the workplace.
- There are several policies that will be changed or modified in the future and I have volunteered to be the union representative on those teams.

There have been a number of ad hoc meetings called and a number of changes in the department structure and policy wise. There is a lot of work that must be done but none more rewarding than helping our members and friends. The work we all do is important and if you are having difficulties in your role with the department. Please reach out to us as we can often help. But we can't help if we don't know. As most are aware, the country was divided where I have the Atlantic and Ontario Regions but that does not stop us from helping each other.

I would like to take a moment to thank Dominique, Jason, Maria, Stephanie, Wael and David for all their help in the roles we take on. We have many resources at all levels to assist us in our jobs. The most important is our locals and we should focus the next mandate on developing our locals, in a way that is career enhancing for those active members.

Thank you for your time and if you have any questions please don't hesitate to reach out or ask at the meeting.

Respectfully Submitted,

Kelly Bush

National Vice-President - Equity



Memorandum

To: Colleen Coffey

Randy Howard

From: Kelly Bush

CC: [Click here to enter your assigned officer name](#)

Date: 2/16/2021

Subject: National Human Rights Committee meetings, 2020-2021

1. **Date of Meeting:** 1/13/2021

2. **Indigenous** ☐ **Access** ☐ **Pride** ☐

RV ☐ **Women** ☐ **Component** ☒

3. **Brief Summary of Meeting:**

Day 1: The meeting was different from previous years where there was no input requested from the members for agenda items. Additionally, I experienced a high amount of technical difficulties. It was spread over several weeks with the first opening session on January 13, the component meeting on January 14 and the closing session on January 28th.

Opening ceremonies: We received an address from Sharon, beginning with the George Floyd and moving into anti-black and Asian racism. She moved into the Indigenous communities and Joyce Echaquan. Nova Scotian white supremacist groups harming indigenous fishers. Moving to the attacks on the US capital. The rise of social media during the isolation and the challenges created by the

pandemic. Proud boys were mentioned as well as Bill C65, pay equity and access to 699 leave. All this information served to focus our work on eradicating racism and emphasizing the importance of our work.

We received a presentation from Meera Chander on the gender equity task force. Highlighting the need for change at all levels in the union but especially at the local level. There will be IGBA+ training which will be under the leadership of Danielle. The implementation plan is being worked on, despite the report being released for almost a year at the time of the presentation.

We had a panel of speakers to respond to questions about anti-black/indigenous racism.

Indigenous people find it difficult to get and sustain attention to the issues. Joyce's story was only mainstream media because of FaceBook. Racism and discrimination is present and accounted for in Canada. There are issues with respect to the vaccine program in Canada where citizens say indigenous communities should not get it first and the communities don't want to be guinea pigs.

There is diversity in diversity, the interment of 1942 was raised where families were torn apart and the lasting effects. Who is telling the story is important as it's their spin and maybe not the truth.

Common grounds are we all love and are loved, we all have families and want a better world for our children. Some people wish to create competition amongst the equity groups, we can't let that happen. Share the information knowledge is so important to share.

Do the work of the union don't be a bystander and hold a position, own it or make space for those who will work. We have a lot of work to do in society, union and workplaces.

Day 2: We had a presentation from Andrea Peart on Bill C65, it's not perfect see the presentations (same as received earlier). CCOHS is a safety net, approve investigators with caution. File grievances in order to secure recourse for our members.

Anti-black racism training has occurred with the NBoD, some components are considering it for their National Councils.

Brenda Shellington gave a presentation on Collective bargaining, but I was unable to hear much of this due to technical difficulties.

Day 3: Closing and report backs:

Visible Minorities: anti-black racism, colonization, Bill C-65, Employment equity act. Discussion focused on fighting racism in the community, union and workplace as well as society. Education was presented as the action to fight ignorance.

Indigenous: Covid and the return to the workplace, Justice for Joyce and MMIWG and anti-racism plans were the focus of their conversation. Education was presented as the action. There was discussion on expanding the network through the friendship centers.

Component: See Day 2.

LGBTQ2+: They had presentations on the resolutions going to convention and Mason Barkley spoke about being young black and queer. He spoke about queer resiliency and explored the double-edged sword of social media. It's important to disconnect at times for your own mental health. Gail Lem spoke to them. They talked about expectations going forward, they wanted to revive the ally workshops of past equity meetings. They wanted more education in the union leadership. They talked about creating a glossary of non-binary terms as well as blood and organ donations.

Disability: Covid has taken a toll on those in the North. There are a lot of suicide attempts. Telework is good but managers must be trained on the DTA. There are a lot of mental health issues. Maureen Hamm and Bonnie Burington came to talk to them about continuing their work. There needs to be more language in the CA around DTA.

Women: They talked about childcare with a presentation from Morna Ballantyne. The pandemic raised a lot of systemic issues in child/elder care. They discussed the gender equity taskforce report, the upcoming women's conference and what a virtual meeting means. They spoke about Domestic Violence and covid...what can we do, hand signals to let video participants know what is happening.

Seema talked about the staffing exercise, they received a lot of input. Staffing is one of the most important issues. Chris and Seema presented to OCHRO and PSC, they suggested this was the beginning of a longer deeper conversation. A summary of the issues were abuse of power, delegations allow best fit best friend, covid has seen a rise in unadvertised appointments from 40 to 60%. Management brings in outsiders and the complaint process doesn't work. Informal discussions are ineffective due to discretionary power. They don't want diversity of thought, looks or opinions. EPMA's are being used for staffing

processes for both advancement and discipline. Education requirements are tailored for the “best friend/fit”.

Accessible Canada Act -Luna: Definition has been expanded but the key objective is to create a barrier free Canada. Incorporating accessibility into the way we look at and action things.

Departments must show progress and should set up networks and union reps should encourage all to provide input. Don't think about it after, ask the questions before action is taken. The centralized enabling workplace fund is 10M, to invest in accessibility projects. The passport program is Luna's and has been launched. SSC is leading a project, the lending library for adaptive equipment for terms to help provide the tools required. There is an accessibility hub on GC pedia and Accessible Canada has a progress report.

4. Campaign & Issues Updates:

Policy Grievance for 699 Yafa Jarrar, is the new grievance and adjudication officer at PSAC. She is working on the 2 policy grievances on 699. The employer struggled with understanding their own policies which left our members frustrated from mixed messaging and unclear guidelines. Other BA's will await the outcome of our policy grievances. PA article 53.01, withholding this leave is a direct violation of the CA.

Asking members to use their other leave first is the substance of the second policy grievance. Asking the members to use vacation for sick is a violation of the CA. Members are only eligible for 699 if they are awaiting test results which can be anywhere from 2 hours to 2 days.

The first policy grievance was referred to the board. They had a prehearing conference and they asked the board to combine the first and second. This should be dealt with in weeks not months.

PSAC partnered with FBEC for Anti-black Racism training.

IGBA+ training will be rolled out.

➤ Link to regional or component priorities

Anti-black racism training and IGBA+ training.

5. Suggested Actions in Region or Component

Request training for Anti-black/indigenous racism for our National Council.

6. Required Follow-Up and Timeframes:

None noted because there was very little interaction due to technical difficulties. Suggestions should be that the priorities be formed for the next mandate by the existing members to guide the next members and ensure continuity.

8. Next Meeting (if known): Unknown

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

The Union Recognition – Committee (URC) is composed of me as Chair, Heather Rawlins, acting Regional Vice-President, Monica Mercier president of Local 70019, and Maria Thomas and Diane Rancourt as the GSU Resource persons. The committee has had two conference calls. One conference call on February 3rd, 2021 to discuss the URC report, the two motions that will be presented to National Council, and swag for Convention 2021 and one conference call on October 8th to select the recipients for the 2020 GSU bursaries. The winners are as follows:

The **Bonnie Robichaud Bursary** (\$1,000) for the year 2020 has been awarded to **Dawson Woodworth**, son of William Woodworth from Local 20001, Pacific Region.

The **Jim Williams Memorial Bursary** (\$1,000) for the year 2020 has been awarded to **Caroline Demers**, daughter of Robert Demers from Local 10011, Quebec Region.

The **A.F. Wood Memorial Bursary** (\$1,000) for the year 2020 has been awarded to **Gabriel Demers**, son of Robert Demers from Local 10011, Quebec Region.

Unfortunately, no applications were received for the **Bob Haywood Memorial Bursary** (\$1,000) therefore, the Union Recognition Committee decided that two bursaries will be awarded in 2021.

The information on the 2021 GSU bursaries will be posted on the website shortly. Please encourage your members to apply. The Committee will meet sometime in the fall to select the winners.

I would also like to remind National Council members that GSU offers the following awards: GSU Life Membership Award, GSU Honorary Award and GSU Award of Merit and the information can be found on the GSU website.

Also, the PSAC offers scholarships, PSAC Honours, and Awards and the information can be found on the PSAC website.

I encourage National Council to reach out to their Local Presidents and promote the PSAC, GSU bursaries and the various awards.

On behalf of the Union Recognition Committee, I am submitting two (2) motions to National Council and hope that I will have your support.

Respectfully submitted on behalf of the Committee,

Anthony Drozdowski
Chair, Union Recognition Committee
Regional Vice-President for the Atlantic Region

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

Greetings to all my Fellow GSU Union Brothers and Sisters,

It is my pleasure to submit my report as an 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 and the upcoming year looks like it will be even more so. There are several reasons for the workload being so high, but in the end, our members simply require our services more than ever on a wide variety of issues. The most common issues have been concerns relating to inaccurate and/or incomplete work descriptions, harassment, Leave 699, discipline, and accommodation issues. The most concerns lately are COVID-19 and the safe return to our workplaces.

Local 00027 held their virtual AGM December 2nd, 2020, and new Local Executive Representatives were elected. The London Local 00031 Executives remain the same. I am in contact with the Local President to ensure that everything is working well at that local since their virtual AGM date hasn't been scheduled yet.

I have continued my role as Co-Chair of the Regional Health and Safety and the Union Management Committees in Toronto. I am also an advisor to the Regional Accessibility Advisory Group, a member of the Ontario Region Physiological Health and Safety Committee. In addition, I am a member of the Equity Committee, and the By-Laws Committee within the GSU National Council.

I attend PSAC Area Council Meetings and Human Rights Committee Meetings whenever possible. I attend PSAC Ontario Regional Council Meetings as a Members with Disabilities Representative. As well as I am part of the National Human Rights Working Group for Members with Disabilities. I continue to attend PSAC virtual training when available and utilize the PSAC Online Training modules to continue my own union education.

Lastly, I would like to thank Sister Azra Jusuf for her role as RVP for Ontario Region. She continues to provide support regarding the grievances that we are dealing with, and for her nomination of me for the **"Local Activist of the year"**. Last but not least, I would also like to thank all the Local Executive members in Ontario Region, GSU National Council and the GSU staff for their on-going support.

Committees and training I have attended as RVP:

- Regional Health and Safety Co-Chair
- Regional Union Management meetings
- Local Area Council Meetings
- National Council Meetings / Conference calls.
- PSAC Ontario Council meeting
- Regional Health and Safety meeting
- Regional Equity and Human Right Committee
- Participated the PSAC Regional Convention Finance Committee.

Thank You,

In Solidarity,

Sue Soubra Boone

Appendix 'G' – Report of the Regional Vice-President, Shanny Doucet New-Brunswick and Prince Edward Island

Report for the Period of April 2020 to March 2021.

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.

With the Pandemic, most of our members have been and continue to work from home. There is still a small percentage of employees, who are working in our offices doing work that cannot be performed remotely. All union activities have been done on social platforms, unless otherwise specified in my report.

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

The Pay Centre portion of this local is continuing to grow. There seems to be a new group starting every other month. With the Pandemic, all Pay Centre employees are working from home as the buildings are temporarily closed until further notice. A return-to-work plan has been developed and will be used when the buildings start to reopen.

This local was showing 76 members in September 2017, when I started as RVP. The local has grown greatly since then with over 350 members for the satellite Pay Office located at Heritage Court building and 50 King Street in Moncton. Unfortunately, even after members have signed cards 4 and 5 times, they are still not showing up as members anywhere, which means the local is not receiving any dues. March 2020, the membership list shows 79 members and 24 rand for a total of 103. In November 2020, the membership list shows 185 members and 60 rand for a total of 245. Great work was done by the shop stewards and PSAC regional office to enter all the data in Unionware. We still have quite a few that are not showing anywhere, therefore couldn't be entered in Unionware and the information was sent to PSAC National for further action.

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

No major changes with this local. When I started as RVP in September 2017, the local was showing 36 members. With the addition of the Satellite Pay Centre in Charlottetown (Stratford) with approximately 100 members, the local is still only showing 49 members + 7 rand for a total of 56 as of March 2020. Since then, there has been a selection process and new members should have been added. As of November 2020, the local has 62 members + 2 rand for a total of 64. Again, this is far below what it should be and the local needs the dues to come to the local as it is supporting its 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. Again, when I started as RVP in September 2017, the membership list was showing 709 members and more than 2 years later, it is showing less than in 2017 with 666 members + 84 rand for a total of 749. As of November 2020, they have 737 members + 105 rand for a total of 842.

Local 60011 Miramichi (Pay Centre):

This local had 605 members in September 2017. As of March 2020, it is showing 671 members + 86 rand for a total of 757 members. As of November 2020, they have 755 members + 78 rand for a total of 833. As per the reality it should be well over 900 members located in 3 different buildings in Miramichi, NB. This local continues to grow. They have a good executive and shop stewards who want nothing more than to help their members.

Since my last report, I have resigned as Chair of the Local Development Committee. I am also a member of the GSU Equity Committee and the Internal Discipline Committee.

I sit on the Regional OSH Committee and the Regional LMCC, we meet every quarter.

Consultation with the employer at the National level was held for HR to Pay in October and December. Consultation with the employer at the National level was held for RGPB in December. As for PAB, because they have 3 sub-branches (Pay Centre, Pay Solutions and HR to Pay) it has been challenging to find out who should sit around which table. The last National meeting for PAB as a whole was in February 2019.

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 PSAC representative on the NBFL Executive Council. I also sit on the Public Services Unions Working group with the NBFL, where we work with different affiliates to put pressure on the government to modify legislation such as (collective bargaining, anti-scab, etc.) I am one of two coordinators responsible and 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, whose at least one of their parents is 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. There was no Youth Camp in the Summer 2020 due to the Pandemic.

I am very proud and honored to have been selected by PSAC to be a participant in Cohort 5 of the CLC Labour College. The Courses completed so far are: Foundations of Political Economy, Theory and Practice of Unions, Strategic Thinking and Project Visioning, Truth and Reconcile-Action. The next online classes were to start in May to be completed in-class the week of July 12th to 17th in Cornwall ON, but had to be put on hold due to the Pandemic. The next session is yet to be planned but it looks like it will be done completely virtually starting the Summer of 2021.

With the Collective Agreements being ratified for PA, TC, EV and EB, I was asked to help deliver the PSAC information sessions in French to membership in the Atlantic. I delivered 7 information sessions.

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

April 2020

- 1 GSU National Council Conference Call
- 2 Real Property Branch regional update
- 7 PSAC Atlantic By-Laws committee Conference Call
- 8 GSU National Council Conference Call
- 15 GSU National Council Conference Call
- 16-17 PSAC Atlantic By-Laws committee meeting
- 23 Real Property Branch regional update
- 23 GSU National Council Conference Call
- 24 GSU National Council Conference Call
- 27 PSAC Atlantic Council Conference Call
- 27 NBFL Conference Call
- 29 GSU National Council Conference Call
- 30 Real Property Branch regional update

May 2020

- 6 GSU National Council Conference Call
- 11 NBFL Executive Council Conference Call
- 12 Webinar: Maintaining Mental Health in times of Pandemic
- 13 PSAC Townhall (English)
- 14 PSAC Townhall (French)
- 14 Real Property Branch regional update
- 19 GSU Equity Committee meeting
- 20 GSU National Council Conference Call
- 21 Real Property Branch regional update

June 2020

- 3 GSU National Council Conference Call
- 15 to July 10 Sick Leave

July 2020

- 15 Greater Moncton PSAC Area Council meeting
- 16 Real Property Branch Regional Update
- 16 LMCC Local 60011, Miramichi NB
- 20 Anti Racism Webinar (English)
- 21 Anti Racism Webinar (French)
- 22 PSAC Young Worker Committee, presentation on helping community projects
- 23 GSU National Council Conference Call
- 23 Anti-Black Racism Webinar
- 30 Real Property Branch Regional Update

August 2020

- 13 Real Property Branch Regional Update
- 18 Return to Workplace working group
- 18 PSAC NB working group regarding Provincial Elections
- 19 UMCC Local 60018, Shediac NB
- 20 GSU National Council Conference Call
- 24 PSAC NB working group regarding Provincial Elections
- 27 Real Property Branch Regional Update
- 31 PSAC NB working group regarding Provincial Elections
- 31 PSAC PA Webinars (12pm and 6h30pm)

September 2020

- 1 PSAC TC Webinar (6h30pm)
- 2 PSAC EB Webinar (4h30pm)
- 2 PSAC SV Webinar (6h30pm)
- 3 Return to Workplace working group
- 3 Real Property Branch Regional Update
- 9 ROSH
- 14 NB Provincial Elections Day
- 15 GSU Equity Committee Call
- 16 PSAC PA Webinar (4h30pm)
- 17 LMCC Local 60011, Miramichi NB
- 22 GSU National Council Conference Call
- 23 NBFL Executive Council Conference Call
- 24 CLC Labour College Call
- 24 Real Property Branch Regional Update
- 28 PSAC SV Webinar (7pm)

- 29 UMCC Local 60018, Shediac NB
- 30 Pre-Brief National LMCC HR to Pay

October 2020

- 1 National LMCC HR to Pay
- 1 PSAC Atlantic Council Women's Committee
- 4 PEI Regional Women's Committee event, Charlottetown PE (in-person)
- 6 Return to Workplace working group
- 7 PSAC Atlantic Education Committee
- 8 Real Property Branch Regional Update
- 15-16 PSAC Atlantic Council
- 15 PSAC Greater Moncton Human Rights committee meeting
- 19 LMCC Local 60011, Miramichi NB
- 20 PSAC Greater Moncton Area Council meeting
- 22 Real Property Branch Regional Update
- 27 Return to Workplace working group
- 27 PSAC Greater Moncton Regional Women's Committee
- 28 GSU National Council Conference Call

November 2020

- 4 PSAC DCL 60550 AGM, UNB Fredericton NB, I conducted the elections of the executive
- 5 RLMCC
- 17 UMCC Local 60018, Shediac NB
- 18 Greater Moncton Regional Women's Committee AGM (in-person)
- 19 Real Property Branch Regional Update
- 23 ROSH
- 24 GSU National Council Conference Call
- 26 LMCC Local 60011, Miramichi NB

December 2020

- 2 PSAC Greater Moncton Human Rights Committee AGM
- 3 HR to Pay Pre-Brief
- 3 Real Property Branch Regional Update
- 8 National LMCC HR to Pay
- 15 Post-Brief HR to Pay
- 16 Pre-Brief RGPB
- 17 RGPB/GSU Consultation
- 17 Real Property Branch Regional Update
- 17 LMCC Local 60011, Miramichi NB

January 2021

- 12 UMCC Local 60018, Shediac NB
- 14 Real Property Branch Regional Update
- 21 LMCC Local 60011, Miramichi NB
- 21 GSU National Council (Convention demo with Encore Canada)
- 21 PSAC Greater Moncton Human Rights meeting
- 25 Bill C-65 Webinar
- 25 LMCC Local 60009/60018, Shediac/Moncton Pay Center Offices
- 26 Greater Moncton Area Council meeting
- 27 Greater Moncton Regional Women's Committee meeting
- 27 Webinar – Return to the workplace
- 28 Real Property Branch Regional Update
- 29 PSAC Atlantic Council

February 2021

- 11 GSU National Council Conference Call
- 11 Webinar – Black History
- 15 Webinar – Elder Talk: Metis of Canada
- 18 Real Property Branch Regional Update
- 19 NBFL Public Sector Unions meeting
- 22 Black History Webinar
- 23 Black History Webinar
- 24 UMCC Local 60018, Shediac NB
- 25 NBFL Executive Council
- 25 LMCC Local 60011, Miramichi NB

Positions:

- GSU RVP NB&PE
- GSU Member of the Equity Committee
- GSU Member of the Discipline Committee
- NBFL PSAC representative and Blair Doucet Youth Camp Coordinator
- 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, Member

Appendix 'G' – Report of the Regional Vice-President

Anthony Drozdowski, Nova Scotia

Sisters and Brothers:

In my previous reports, I advised of the successfully negotiated AED purchase for the Atlantic Region. I am happy to report that the defibrillator machines were received and disseminated to regional facilities. Their installations were interrupted due to the pandemic related building closures. However, since January of 2021, I began to receive initial reports of completed installations in some buildings. More expected to come. I am equally happy to report successful resolution of all workplace safety situations brought to our attention and an ongoing increase in the number of certified first aiders. The latest group was trained under the pandemic restriction and received advice on how to safely deliver first aid under the risk of COVID. The first aid kits have been equipped with the safety gear as needed.

I attend Regional Labour Management meetings and Regional Health and Safety meetings and successfully established a new consultation relationship with a recently appointing RD HR Atlantic and the new LR team. Since reopening of the offices, we successfully negotiated a volunteer approach to return to the worksites. No member will be forced to work in the office or to sanitize/clean the workstations utilized during the shifts.

Since the last report, I have observed and actively redressed/taled for consultation a decreasing number of harassment situations. However, if past is prologue, that optimistic trend can quickly reverse during the yearend performance management. Historically, the most frequent instance of harassment occurs when supervisors disguise their malicious conduct during one-on-one "performance review discussions". As we are aware, Bill C-65: "Harassment and Violence Prevention in the Workplace" is in effect now. PSAC provides excellent training on changes and new procedures. I had a privilege of taking that training and recommend it for everyone.

The misuse of "fitness to work assessments" with malicious intent by the supervisors seems to be in decline in Nova Scotia. I attribute that to the provincial Health Authority Orders in effect, which eliminate (or at least reduce) employees' obligation to provide medical certifications and which make it difficult to complete the assessments. We will continue to monitor and report on that trend. Sadly, the abuses in staffing processes continues to be a daily occurrence in the Atlantic Region.

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

My local is looking forward to the first online AGM. I would like to thank Jason for his support in organizing it. Since the last report, Gary retired from his role as the RVP for Newfoundland (NL). On behalf of all our members in Nova Scotia, I would like to thank him for his service, dedication, and support. At the same time, I would like to thank my regional counterparts Leanne Moss (incumbent RVP NL) and Shanny Doucet (RVP NB) for their support, dedicated collaboration, and solidarity. Last but not least, I would like to thank Randy Howard for his ongoing support and guidance.

Respectfully submitted,

Anthony Drozdowski
RVP, Nova Scotia

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

This past year has been a challenge on many fronts. From COVID-19 and having to quarantine and following pandemic protocols when none of these were used in the past was a very big challenge and caught this organization by surprise. It was quite evident from the very beginning how incredibly unprepared the management of the Royal Canadian Mint was to deal with this pandemic and they truly flew by the seat of their pants. There have been some challenges which are on-going. What struck me the most was how although we are all federal workers, we aren't painted with the same brush and as such it has opened our eyes to opportunities to seek a Healthier and more Respectful Workplace for all. We have much work to do. May 2021 see positive change for us all.

Jeanette Fillion
Regional Vice-President of Locals
Royal Canadian Mint

Public Service Alliance of Canada (PSAC) Government Services Union (GSU)
Appendix 'G' – Report of the Regional Vice-President, Kevin Hanson
National Capital Region (NCR)

As a Regional Vice-President (RVP) in the National Capital Region (NCR), I continue to work hard at mentoring a newly elected executive in local 70017. The local has been without a functioning executive for a few years, and the local finally has members who have stepped up and are willing to take on the leadership role in the local. A formal AGM in February was held, where François Zarraga was elected local President, along with the rest of the executive; Suzi Sirois (Local Vice-President), Julie-Ann Busby (Treasurer) and Veronique Artelle (Secretary). Congratulations to the local 70017 executives!

I remain focused on working with the local 70055 executives, and provide support to the interim local President, Vladimir Radovic. The local will be holding its AGM at some point in the near future, where they hope to continue engaging the membership to attract more Stewards and volunteers. The local has done excellent work under Vladimir's leadership, and I am proud of the accomplishments of all the local executive members. Keep up the great work.

My efforts representing members at the first and second level of the grievance process continues. This is a timely task, as it is not always easy handling inquiries in the NCR because of the density of the membership that is located within the NCR. Nonetheless, I will continue to support the locals assigned to me when they need representation help and will continue to learn along the way from the guidance of the GSU representation team and the senior union officials. Thank you to Randy Howard for your support, and my sincere gratitude goes out to Bruce Roy for all the help and support you have provided to me to date.

I have also been able to work with the GSU communications committee, where Martine Babcook (NVP) continues to steer the committee in the right direction. We just recently launched a survey that was sent to National Council members to get their feedback and input on the GSU website, as well as their thoughts on a GSU social media presence. I am excited to review the results with Martine and Azra Jusuf to determine a communication strategy moving forward.

I had the privilege of being part of the GSU bargaining committee under Kelly Bush (NVP). It was a pleasure being guided by Kelly through the committee's efforts to sort through all the bargaining demands, in a virtual setting. I also wanted to thank Jason Manchester for all his hard work coordinating all the documents and facilitating the meetings. Honorable mention goes out to Troy MacDonnell for his exceptional research skills and hard work as a committee colleague. Great work Kelly, Jason, and Troy.

To the GSU National Council members and the GSU staff, I thank you for being who you are, and am fortunate to be surrounded by great leaders in all of you. Keep shining bright because the world needs your light.

Sincerely,

Kevin Hanson

Regional Vice-President (RVP) of the National Capital Region (NCR)

Appendix 'G' – Report of Regional Vice President, Linda Harding Lower BC Mainland, including Vancouver

National Council Meeting, April 2021

This past 15 months has definitely been a roller coaster for everyone. We started off in 2020 working in the office, travelling for meetings, and hearing about this Coronavirus. It wasn't until March that the World Health Organization (WHO) and others started to refer to it as a pandemic. I am sure others were with me when I kept thinking why they are not telling us it's a pandemic, maybe then people would take it more seriously. We have had to adapt, very quickly in some cases, to use technology that not all of us had used or even heard of. Suddenly, we were to isolate and not go out for anything other than essential items. I was fortunate that I have a partner that I could send for groceries and such. Having an immunocompromised system, I did not want to interact with many unless absolutely necessary. However, one local coffee shop remained opened for the staff who wished to work. I have to say for times when I was on my own, they were the only contact I had with the world outside of work. They kept me sane. I believe that this pandemic has made us all evaluate our lives and to understand more clearly what is important to us.

Since January 2020, I have attended over 140 meetings with the department, GSU, PSAC and the United Way. To say it has been challenging and draining would be an understatement. Below is a list of the meetings, which I am sure I have missed a number in my recollection.

As we turned to a world of virtual meeting (Zoom and MS Teams), 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. Due to pandemic, we have had weekly, then bi-weekly meetings with the labour partners and the Regional Director General (RDG) as well as some ad-hoc meetings early on as things were moving so fast!

During the past year, we have had a turnover in RDGs. Ravinder Rakhra, came into the position during the summer. She has been a breath of fresh air. We have a much more collaborative relationship over the past 10 months. For the first time ever, we were invited to speak as Labour Representatives at Townhalls, participate in Open Houses and to provide meaningful feedback on how we were returning to the workplace.

Reni Stein and I were part of the Workplace Renewal Steering Committee on how life was going to be when we returned to the workplace. Unfortunately, we were all set to have some people return on November 9th only to have the Provincial Health Officer put us back into a lockdown situation where we remain indefinitely.

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

I attended the Finance Committee meeting in March 2020 in Ottawa. This was my last in person meeting. We had gone over the books, the budget and had everything ready for our in-person meeting that was to take place in April in Victoria, BC.

With my PSAC hat, I have attended the monthly BC Federation of Labour Standing Committee on H&S. I am currently planning our first virtual H&S Conference to be held in March. This will be the second one that I will have chaired.

I am also the representative on the United Way of the Lower Mainland Executive Cabinet and the Campaign Cabinet Labour Committee (CCLC) which hold monthly meeting. As the meetings have moved virtually, it has been much easier to attend these early morning meetings (usually 7:30am).

Our local has had some turmoil over the past year. Sister Melissa March became our local president in February 2020. She took a leave of absence to pursue her dream of social work in August. After Christmas, I was doing a socially distant visit with her and her girls and she said that she was looking forward to returning to the department when her year was up. Two days later, I received the most unbelievable and sad news from her husband that she died in her sleep on December 30th. I am still in shock and miss her every day. Andrea Lima, who was our vice-president, without hesitation stepped into the president's role. She is young and energetic, and I know that the members are well looked after. As with Melissa, I continue to mentor Andrea and offer guidance where I can and direct her to those who know more than I.

One last thing, I would like to give a big shout out to all those who have continued to do their jobs, who have willingly changed their hours of work in the early days of the pandemic to have more access to the systems and to ensure that bills still were paid and projects delivered. Our department was so much farther ahead with the issuance of cell phones and laptops. Here in the Pacific Region, it was mainly new employees that we had to ensure had these items to do their job.

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

Respectfully submitted,

Linda Harding

RVP, Vancouver and the Lower Mainland

January 22, 2020	Executive meeting locals 20001 & 20008	September 10, 2020	Weekly Labour Leaders call
January 24, 2020	Meet & Greet – Labour Relations & Labour	September 11, 2020	United Way Strategy meeting
January 30, 2020	National Officers Conference Call	September 16, 2020	United Way Cabinet meeting
January 31 – February 1, 2020	PSAC BC Regional Council meeting	September 17, 2020	GSU Finance Committee meeting
February 5, 2020	BC Fed H&S Standing Committee meeting	September 21, 2020	Discussion BRUSH presentation on Domestic Violence
February 6, 2020	National Council Conference call PSAC BC Regional Health & Safety meeting (BRUSH) AGM	September 22 – 23, 2020	National Council meeting
February 26, 2020	Union – Ombudsman meeting	September 22, 2020	Regional Council call
March 3-5, 2020	GSU Finance Meeting - Ottawa	September 23, 2020	Weekly Labour Leaders call
March 10, 2020	PSAC BC Finance Convention Committee	October 6, 2020	PSPC Regional Health & Safety Committee
March 17, 2020	Daily Covid update with Managers begins RDG touchpoint PSAC BC Finance Convention Committee	October 7, 2020	BC Fed H&S Standing Committee meeting
March 18, 2020	Regional Council Conference call	October 13, 2020	PSAC BC Education Committee
March 19, 2020	Situational Report	October 14, 2020	Unite Way Cabinet meeting
March 23, 2020	PSAC BC Finance Convention Committee	October 15, 2020	PSAC BC International Solidarity Committee meeting

March 24, 2020	National Officers call	October 21, 2020	BC Fed H&S Standing Committee meeting Weekly Labour Leaders call
March 25, 2020	National Council call Weekly Labour Leaders call	October 27, 2020	BC Fed H&S Standing Committee meeting
March 30, 2020	Weekly Labour Leaders call	October 28-29, 2020	Regional Council meeting
April 1, 2020	National Council call	November 4, 2020	BC Fed H&S Standing Committee meeting
April 8 2020	BC Fed H&S Standing Committee meeting National Council call National Officers call Weekly Labour Leaders call	November 5, 2020	Weekly Labour Leaders call
April 9, 2020	Campaign Cabinet Labour Committee	November 9, 2020	Regional Council Committees call
April 15, 2020	National Council call Covid 19 – Workplace H&S Rights training Weekly Labour Leaders call	November 12, 2020	United Way Cabinet meeting
April 20, 2020	National Human Rights Committee meeting	November 16, 2020	Bill C65 & it's impact on workplace harassment, domestic violence & safety
April 21, 2020	Regional Council call	November 19, 2020	PSAC BC Regional Health & Safety meeting (BRUSH)
April 22, 2020	National Officers call	November 24, 2020	National Council call
April 23, 2020	National Council call Weekly Labour Leaders call	November 25 – 26, 2020	BC Federation of Labour Convention
April 24, 2020	Discussion motion for PSAC	December 2, 2020	Building connections: Let's Chat – Welcome from Labour

April 28, 2020	United Way – Covid 19 response	December 3, 2020	PSAC BC Education Committee CCLC Labour Appreciation Night
April 29, 2020	National Council call Weekly Labour Leaders call	December 8, 2020	Campaign Cabinet Labour Committee (CCLC) Regional Council call
May 4, 2020	Equipping Employees discussion	December 9, 2020	United Way Cabinet meeting
May 6, 2020	National Council call BC Fed H&S Standing Committee meeting Weekly Labour Leaders call	December 14, 2020	Weekly Labour Leaders call
May 13, 2020	United Way Cabinet meeting Weekly Labour Leaders call	December 16, 2020	Bill C65
May 20, 2020	PSPC Regional Health & Safety Committee National Officers call	December 17, 2020	PSPC Holiday Celebration – Labour did a poem
May 27, 2020	Regional Council call Weekly Labour Leaders call	January 6, 2021	BC Fed H&S Standing Committee meeting
June 2, 2020	National Officers call	January 8, 2021	PSAC Regional Health & Safety Conference Organizing Committee
June 3, 2020	National Council call BC Fed H&S Standing Committee meeting	January 18, 2021	PSAC Regional Health & Safety Conference Organizing Committee
June 4, 2020	Weekly Labour Leaders call	January 21, 2021	GSU Chime Demo PSAC Regional Health & Safety Conference Organizing Committee
June 10, 2020	United Way Cabinet meeting Weekly Labour Leaders call	January 25, 2020	PSAC BC Education Committee

June 17, 2020	Campaign Cabinet Labour Committee PSPC Regional Health & Safety Committee	January 27-28, 2021	Regional Council meeting
June 18, 2020	PSPC Regional Labour Management Consultation Committee	February 3, 2021	BC Fed H&S Standing Committee meeting
June 23, 2020	Regional Council call	February 8, 2021	United Way Wrap-up
June 24, 2020	Weekly Labour Leaders call	February 9, 2021	PSAC Regional Health & Safety Conference Organizing Committee
June 25, 2020	National Council call United Way Cabinet meeting	February 11, 2021	National Council call PSAC BC Finance Convention Committee
July 2, 2020	Weekly Labour Leaders call	February 16, 2021	PSAC Regional Health & Safety Conference Organizing Committee
July 8, 2020	BC Fed H&S Standing Committee meeting Weekly Labour Leaders call	February 22, 2021	PSAC BC Finance Convention Committee
July 15, 2020	Weekly Labour Leaders call	February 23, 2021	PSAC Regional Health & Safety Conference Organizing Committee
July 16, 2020	Regional Council call	February 25, 2021	National Officers call PSAC BC Regional Health & Safety meeting (BRUSH) AGM
July 22, 2020	Weekly Labour Leaders call		
July 23, 2020	United Way Cabinet meeting PSPC Townhall		
July 28, 2020	National Officers meeting Regional Council call		
July 29, 2020	Weekly Labour Leaders call		

August 25, 2020	PSAC Education Committee call	
August 26, 2020	TB/PA Vote	
August 27, 2020	Weekly Labour Leaders call	
September 1, 2020	National Council call	
September 2, 2020	BC Fed H&S Standing Committee meeting	
September 9, 2020	Campaign Cabinet Labour Committee	

Meetings that will take place by our Virtual meeting:

March 2, 2021	PSAC Regional Health & Safety Conference Organizing Committee
March 3, 2021	United Way Cabinet meeting BC Fed H&S Standing Committee meeting
March 4, 2021	Regional Council meeting
March 8, 2021	Campaign Cabinet Labour Committee
March 17, 2021	PSPC Regional Labour Management Consultation Committee PSPC Regional Health & Safety Committee

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

March 7, 2021

Re: Report for the GSU National Council Meeting

Again, a year of lots of changes, with the most obvious change for everyone from working in an office to full time tele-working.

Local 50002 in Winnipeg seems to have a strong executive and seem to be thriving with the new Local Executive and with the added members from the Pay Administration Branch (PAB).

Local 40007 in Saskatchewan has maintained a status quo with membership numbers, with some members leaving and new employees being hired.

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

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

Thank you,

Sheldon Jacobs

GSU Regional Vice-President for Manitoba & Saskatchewan

Appendix 'G' – Report of the Regional Vice-President, Azra Jusuf Ontario Region

For the portion of the period since my last report, I have filled the role of our Local President (GSU 00027). On Dec 1st, 2020, along with other members of the executive, I have helped organize our first virtual AGM and elections, and we were able to elect a new executive.

Since May 2020, I have been the GSU rep on the Ontario Regional Business Resumption Committee whose mandate is to ensure coordination of all business resumption matters related to COVID-19.

As of Dec 2020, I have been assisting the new GSU 00027 Local President's and Vice-President's transition to new employee co-chairs on LOSH. Along with Sue Soubra Boone, we have been holding regular meetings with the new executive to provide direction and guidance on their new roles.

Since most of the new elected local officers don't have any experience with handling grievances, I am still very involved with representation in our region. I am representing members as of level 1, and bringing new elected officers as observers until they can complete the required training and take over levels 1 and 2. In addition, I have also approached the employer reps on LUMCC and asked them whether they would be open to have the entire executive present at LUMCC meetings, and I am pleased to report that they welcomed the idea.

I have assisted members with fact finding meetings, duty to accommodate, action plans, participated in informal discussions with managers, and continue to provide support to members on a variety of issues.

I am a member of our RUMCC and ROSH committees as a GSU rep.

I have recently reached out to our fellow PIPSC colleagues and proposed a collaboration between our two Unions since some of our members' issues overlap, and we have members who often report to the same managers. As a result, we will be having monthly GSU-PIPSC meetings going forward, so we can present a united front and hopefully get more traction from the employer.

I want to express my gratitude to the NVP, Kelly Bush, for her mentorship over the past year and her continued support, as well as for organizing RVP meetings where we can discuss ongoing issues, share knowledge and network. And most importantly, feel as a part of community and recognize that we are not alone in what we do.

I have been acting for Kelly Jan-Feb 2021 and attended NVP meetings in her place while she was on French Training. I am both thankful and humbled for the opportunity.

I will be attending the Bargaining Conference at the end of April, as a GSU delegate for the PA table, and PSAC Ontario Convention in June.

Lastly, I want to thank Sue Soubra Boone for her ongoing support, as well as Jason and the rest of the GSU staff for their continued assistance.

Appendix ‘G’ – Report of the Regional Vice-President, Leanne Moss Newfoundland and Labrador

I am pleased to present my first report since being elected Regional Vice-President, Newfoundland, and Labrador (RVP-NL) for Government Services Union. I was elected late September 2020 following Brother Byrne’s resignation. I would like to take this as an opportunity to thank him for his dedication to our members and continued mentorship he has provided me with for many years. I am honored to represent our members in Newfoundland and Labrador on National Council although my predecessors have left big shoes to fill.

Due to the pandemic, there has been no in person meetings to date and all meetings have been coordinated virtually. Since being elected, I attended my first, national council meeting on November 24th, 2020 and was sworn in as RVP–NL through the completion of my oath of office. Since assuming the role, I have attended many consultation meetings with management in the region and have attended ROSH & RLMCC meetings, Return to Work Updates and Committee meetings, Real Property as well as other Union-Management Engagement Sessions. I strive to maintain regular communications with the Provincial Director in Newfoundland and Labrador. I find many of these meetings to be a very collaborative between union and management and provide an opportunity to provide feedback, discuss issues and concerns.

The pandemic has also posed some challenges for Local 90011. Currently we have the AGM scheduled for March 16, 2021. Prior to my election as RVP we lost our Secretary-Treasurer as they were successful in a competition for a position outside of the local. With my transition from Local President to RVP this position was assumed by Vice President interim, who resigned from the position in January 2021 due to personal circumstances, leaving the current executive, a lone soldier, only the Chief Shop Steward. I anticipate that we will be successful in finding other members to take on executive positions at this time. In my new role, I continue to work closely with the executive and look forward to working with the new members that come aboard. I look forward to continuing to serve the members of our local in my capacity as RVP-NL.

I am very involved with PSAC at the Regional level. I am the Director for Young Workers on the PSAC Atlantic Council. On Council, I am a member of the Education Committee as well as the Political Action Committee. Currently, I am a member of the By-Law Resolution committee as we prepare for rescheduled PSAC Atlantic Regional Triennial Convention scheduled in early June 2021. I am also involved with the Newfoundland & Labrador Federation of Labour (NLFL). I recently assumed the role of the PSAC representative on the NLFL Executive Council and look forward to representing PSAC in this capacity. I Co-Chair the NLFL Young Workers Committee (YWC) and have been involved in many initiatives with committees including the development and launch of the Brought to You by Unions, targeted to educate people on benefits for everyone led by the labour movement.

I would like to thank the other RVP’s in the Atlantic region, Sister Doucet and Brother Drozdowski, for coordinating my involvement in the regional meetings throughout the transition to my new position and their continued assistance and guidance. I would also like to thank National President, Brother Howard, National Vice Presidents, Sister Bush and Brother Roy for their leadership and mentorship as well as all the members of National Council, the staff at GSU for their warm welcome to national council and ongoing support.

Respectfully submitted,
Leanne Moss, RVP GSU – NL

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

Hello Everyone,

I have been in my position as RVP for a year now and I can truly say it has been a great learning experience to see in real-time the inner workings of a large union. On my side we are still managing through Work Force Adjustment for members of local 70023 including myself. Since returning to the office at the Tupper building in September 2020, we started with 17 members looking for employment and I can report we are now down to 9, 4 have taken the pension waiver as of January 2021, sadly one of our members Mark Morin passed away suddenly in November and three members found good employment.

Many of our remaining members including myself are on many different processes and are awaiting results from examinations and interviews, we believe with the new fiscal year upon us there will be more postings coming out in the next few months. One of the biggest obstacles facing the remaining members is the Bilingual imperative postings which at our salary level is creating a problem that we will try and work out with management in the upcoming WFA meetings, out of the 9 remaining members only I have bilingual status, it's really restricting the remaining member's opportunities. For local 70020 all has been quiet, and I am unaware of any outstanding issues, they continue to operate and maintain the many government buildings within the NCR during this Pandemic making sure the Crown's assets are protected and safe.

In Solidarity,

Paul Paquette
RVP-NCR

Appendix 'G' – Report of the Regional Vice-President
Michèle Parent
Quebec West

QUEBEC WEST RVP ANNUAL REPORT – FOR THE YEAR 2020

Brothers and Sisters:

I am pleased to submit my Quebec West RVP Report for the year 2020.

As I am still on a progressive return to work since July 2019, this report will reflect, as you can appreciate, the union work that I was able to carry out, and what I was able to observe in the field by being present within the workplace on a part-time basis and also takes into account the undeniable specifics in the context of the pandemic.

In January 2020, the situation of Local 10161 was critical with only two members involved in the Executive Committee. A Vice-President without experience and a Treasurer. The Local had a total of 4 shop stewards including two who have never received any training. Only one person was managing the grievance files before my return to work. That person, who was exhausted and overloaded, has eventually abandoned her role as chief shop steward responsible for grievances, choosing to keep only the representation of the members within her branch. Upon my return to work, I took over the new grievance files, dealing with the representation at first and second levels.

In March 2020, the Local 10161 AGM was to be held. The pandemic forced a postponement and then was cancelled as we had to face the facts that the AGM could not be held in person.

We requested help from GSU, and around mid-July, we started to organize what would become the first virtual AGM.

In November 2020, a full new executive was in place. Since, the focus was mainly placed on coaching, on shadowing and on the importance of restoring a more operational structure. The resumption of monthly executive meetings – which had not taken place for more than two years, the taking of minutes and budgetary report updates, etc. There remains much to do to put the Local back on track but since the last AGM, we have people in place who are motivated to learn.

For example, I encourage the two new Vice-Presidents to get involved and to familiarize themselves with the principles of union-management consultation at the level of some sectorial tables, especially where there is a lack of representatives.

I had requested that the GSU look after the coordination of basic training for representatives and new Local Officers, (Welcome to your Union and Grievance Procedure course). These efforts have resulted in a block of three hours – overview of

grievances – virtually presented to involved members within the Local but, three hours is insufficient and absolutely cannot replace the basic training of a two-day event each. One cannot replace training by short overviews and union teams absolutely need minimal training to be efficient and autonomous.

Personally, I was very disappointed to see what GSU and the PSAC Quebec Regional Office had to offer to us which consisted of an overview of three hours. After almost 10 months of pandemic, how come our union structures could not find alternative solutions for in-person training to ensure that representatives and new union officers obtain at a minimum a basic training?

I had a discussion with the person responsible for the education portion for PSAC Quebec following this mini-training that took place last January 18th to understand what was preventing the Alliance from being efficient in regards to training throughout the pandemic and I learned that the content of PSAC courses was the responsibility of the national headquarters and that regional offices were only dependents of the national level. Regional offices largely need for the PSAC, at the national level, to take the time to adapt the content of its training normally offered in person to be able then to offer them virtually in the regions. It appears that the training schedules are 'frozen'. Honestly, I do not understand the slowness of adapting the PSAC's education programs. I asked how we could be an ally to regional offices to exert pressure on the PSAC to virtually adapt its training and this must be done through the Component Presidents.

I have forwarded this information to our NVP responsible for the committee which helps Locals with problems (or new Locals) so that they can ask our President to transmit this problem to the PSAC National level. I have not heard anything, but I believe that putting education back on track should be one of the priorities.

Even though there is a new executive in place, as you can see, an executive with no experience and which has not received basic training is not very autonomous. I have expressed the urgency of the situation to my Component on several occasions and in a number of ways, but I must point out that I have not seen any real changes. However, and I thank them, I got consideration, support and advice from my NVP and RVP brothers and sisters whom I consulted. I would like to take this opportunity to thank Brother Bruce Roy, NVP, for his help directly on the ground when he agreed to take on some grievances of Local 10161. When only one or two people in a local are able to do representation, an increase in the service needs can lead to a bottleneck or lead to a burnout. I would like very much for our Component to focus on an action plan to offer tangible support regarding the development of representatives and local union officers and that when we raise a flag, we can obtain tangible support. If this means hiring more representatives at the GSU office, so be it, if this means the negotiation of substantial time off with employers to reduce the pressure of begging for time off to efficiently carry out the union work, so bit it! Once again, thank you Brother Roy for the help which has allowed Local 10161, its officers and representatives and myself to keep our heads above water up to now.

On a more positive note, Local 10161 is affiliated to the QFL Regional Council of Metropolitan Montreal, and for several years, has adhered to the QFL Social Delegates. With the arrival of the pandemic and its impact on the psychological health of our members, with all the adaptations that were required, the anxiety, the changes in the way we work, the challenges of work-life balance, etc., I have discussed with the employer on the PSPC side and we have convened to put in place a pilot project that would help the SD network of Local 10161 to really take off and expand within the workplace. The Social Delegate is a nearby intervenor for our members and complements the offer presented by the EAP. The network has existed for more than 30 years in Quebec and has proven its worth. Its referencing is efficient and since the beginning of the pandemic, the employer has accepted to make room for it. It is an interesting partnership that is settling in, inspired by the framework put in place by the Hydro Québec SD network, that I met as they have employees, like ours, working within a multi-union environment and who have, like us, white and blue collars employees. In brief, we take inspiration from what was implemented elsewhere to profit our members. This partnership with the employer has allowed us to obtain time off with pay in order for the SD to take continuous training while the Local assumes the costs of the said training. It is a win-win situation for all the parties for the moment and slowly, the numbers of trained SD have been increasing.

On the PSPC side, I have meetings every two weeks with the other union, and we are working together to submit our requests to the employer.

We have gone through a series of internal investigations within the PSC where we had to accompany our respective members through a process which took more than two and a half years and has left deep scars on the life of many affected employees. By sticking together, we have requested that a post-mortem exercise be really done. I suggested to the Regional Directorate that we use the service of Informal Conflict Management in order to have with us a third party with a view to applying and working with the principles of facilitated discussions. At the beginning, they told us no. We maintained our common desire to use a tool (normally recommended by the employer to favorize the dialogue in the context of difficult discussions) and that the employer was even refusing, but at the end, they finally agreed to it. This exercise resulted in an action plan consisting of four components to improve the internal processes leading to investigations and to ensure that after the filing of allegations against one of our members, complaints founded or not, the latter could be accompanied with dignity throughout the process. I consider that this exercise has proven insightful and I believe that the results will extend far beyond than a timely recognition of some good and some not so good things. An action plan is always more concrete, and we make progress only when it is supported by both parties.

On the SSC side, I am involved at the national level on some consultation tables. It seems that SSC is finally opening up to review the principles of union-management consultation but there is much to be done.

I have noticed that upon the change of leadership within our Component, GSU, instead of continuing to co-chair various committees on a rotating basis with the Institute, has left

everything to the Institute. I have talked about it with our President, asking him to resume his place of co-chairing some committees. I do not believe that ceding our place on all SSC consultation tables to the Institute is a good way for our Component to bring forward our positions. Even if the majority of the unionized employees of Shared Services Canada are affiliated with the Institute, our members deserve the same type of investment from their National Officers, whether they be from one or the other of the unions. By ceding our place, we are less visible, less visible means less heard or less considered by the Employer side. I therefore believe that it is important that the GSU reasserts itself on the SSC side. I think that we must remember that, even if we are a minority within SSC, PSAC is nevertheless the largest union of federal public service employees and the most progressive, and we cannot allow ourselves to regress. I therefore take this opportunity to reaffirm the request to my Component that I had made several months ago to discuss with the other union in order to reappropriate the co-chairing at some consultation tables. I hope to see changes in that sense for our members during 2021.

Otherwise, like everywhere else, the pandemic has tainted our activities and we have noticed an increase of fatigue and distress among our members, but also on some manager side.

These times require new actions and more caring.

In Solidarity,

Michèle Parent
RVP

**Appendix 'G' – Report of the Acting Regional Vice-President
Heather Rawlins
Alberta, Nunavut, and the Northwest Territories**

During the last year, the locals have been active. Edmonton and Calgary held virtual AGM's this February that were well received if not as high participation as anticipated. Both offices used some of the AGM money that normally pays for meeting place and food to provide gift cards to members. It was a great initiative to help all the members. In Edmonton, because of the size were able to gift all members, regardless if they attended the AGM, a \$30 gift card to a union grocery store by email. And then had \$100 cheques to 3 randomly selected attending members at the AGM. Calgary gave away \$50 gift cards to 5 randomly selected attending members to a union grocery store as well. I think that was a great boost to members.

During this year where we were virtual, the RUMCC meetings included all local presidents as the LUMCC was cancelled in the interim. This was a great way to get more info right to the locals and to the RDs. We also initiated meetings with each RD to discuss staffing and we are progressing with those meetings that are RD and RVPs and the Local Presidents. I think this might help with staffing issues that are at the very top of importance to our members.

Also, we have now started a monthly meeting with RVPs and Local presidents to discuss any issues and help build our solidarity and share info or interesting initiatives each local is doing.

There are issues with our NT/NU local as there are members disappearing and very little left to their executive. I did attend their AGM last February, days before we closed the world and I was so impressed with how they were a group and I'm sad that they aren't able to function the same way now.

I'm proud to work in Western Region and appreciate all the assistance I get from Martine Babcook and Randy Howard. I love working with my local presidents and the other RVP. I am honoured to have this position and able to represent my area.

**Appendix 'G' – Report of the Regional Vice-President, Reni Stein
Pacific Region, Vancouver Island, Remainder of BC and Yukon
To National Council**

This year is unlike any year in the past. We all have had to adapt to this exceptional period and adjust to our new working environment due to the Covid-19 pandemic.

In our region from the beginning of the pandemic both Linda and myself met weekly with the RDG, the RD of HR and a PIPSC steward to discuss the pandemic, along with the health, safety and wellness of our members. In addition, Kuldeep and myself were meeting weekly with the Director of the Esquimalt Graving Dock to discuss similar issues.

A handful of employees remained in our Vancouver Office and one in our Victoria Office delivering critical services to the region. The remainder of staff have teleworked and are continuing to telework.

A return to work strategy was developed to ensure a safe and gradual process. In order for the region to consider perspectives from across PSPC, we pushed to be a part of this team. Not just a seat at the table but a voice at the table. We stopped meeting in November when additional restrictions were put in place however it looks like we will be restarting these meetings next month in anticipation to changes in the Provincial Health Orders.

In June 2020, our RD of Acquisitions stepped into the role of RDG for Pacific Region. Having Ravinder as our RDG has been a breath of fresh air. She recognizes us as part of the Leadership team which helps to strengthen the region through teamwork, collaboration and respect. She values the different perspectives and points of views. Her time with us was short but sweet. She has accepted a new role with CSPA and we await another RDG to begin next month.

Even with telework, our region continues to restrict areas of selection for competitions. While geographical location should not be a barrier the department is saying that working from home is temporary. They are however beginning to consider what changes to the HR policies may be required for post COVID workforce. I hope that we can be a part of these conversations.

It seems like every day there's meetings and more meetings. Members are getting burned out from so much screen time. I know we all spend a lot of time checking in with others however don't forget to check in with yourselves... self-care, whatever that looks like to you. It may be going for a walk, taking a nap, saying hello to your neighbors...whatever it is it's important to remember to take breaks away from your computer and take good care of yourself.

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

See you all on the small screen!

Respectfully submitted,

Reni Stein, RVP Pacific Region



Appendix 'H' – National GSU Financial Review Committee Report For National Council – April 20, 2021 – Virtual Meeting – Ottawa, ON

Members of the GSU Financial Review Committee are:

Martine Babcook – Chair and National Vice-President

Linda Harding, Regional Vice-President, Vancouver

Nicole Rousseau Regional Vice-President, NCR

Steve Colterman – Regional Vice-President, NCR

Russell Carter – President – Local 60009, Moncton

Monique Desrosiers – GSU Finance/Administration Officer and Technical Advisor

The committee held two virtual meetings since the last National Council in September 2020:

1. Meetings – March 24-25, 2021 and April 12, 2021

A. The Committee reviewed the content of By-law 14 – Finances, and Regulation 6 – Financial Review Committee;

B. The Committee reviewed the GSU (**Audited**) Financial Statements for year ended December 31, 2019;

1. Statement of Operations (**Appendix A**)

2. Statement of Financial Position (**Appendix A**)

C. The Committee also conducted a detailed line by line review of the GSU (**Unaudited**) Statement of Operations for the period of January 1 to December 31, 2020 (**Appendix B**) and the Statement of Financial Position at December 31, 2020 (**Appendix B**).

D. The committee reviewed and re-drafted the GSU Budget for the years 2022 and 2023, as well as the Explanatory Notes to the GSU Budget (**Appendix C**).

E. The committee has established a Terms of Reference. The Terms of Reference are on page 2 of this report for the National Council's reference.

F. The committee will present Appendix A, B and C with motions at the National Council meeting of April 20, 2021.



The Finance Review Committee will post the following Terms of Reference on the GSU website on April 22, 2021, as follows:

Finance Review Committee – Terms of Reference

In addition to GSU Regulation 6 – Financial Review Committee, the mandate of the Committee can be summarized as follows:

- Ongoing review of the GSU's financial position, financial statements and investments.
- Recommend changes to the GSU's By-Laws and/or Regulations regarding financial matters.
- Develop a Triennial Budget that is presented at each Triennial Convention for approval, supported by a detailed guideline for expenditures for each line item of the budget.

Meetings:

- The Committee shall meet at the call of the chairperson, with the approval of the National President. Meetings shall normally be held twice per year.

Composition:

The Committee shall consist of:

- A National Vice-President, who shall serve as the Chairperson;
- Three Regional Vice-Presidents;
- One Local President;
- GSU Finance and Administration Officer, as technical adviser & support.

Reporting:

The Chairperson of the Finance Committee shall submit a mid-term June 30th Financial report to National Council; and, a complete fiscal December 31st Financial Audit Report to the GSU National Council at the annual National Council meeting.

That National Council shall receive the financial reports and budget fourteen (14) days prior to a scheduled annual National Council meeting.

The Chairperson will report the Committee's recommendations to the National President following each committee meeting.

**Appendix 'I' – Report of the GSU By-Laws, Regulations and
Policies Committee
April 2021**

Chair: Reni Stein, Regional Vice-President, Remainder of B.C. & Yukon
 Mélanie Hamel, Regional Vice-President, Eastern Quebec
 Sue Soubra Boone, Regional Vice-President, Ontario
 Troy MacDonnell, Local 60011 President
 Kelly Votto, Local 50057 President

The GSU By-Laws committee met in February 2020 in person and by Microsoft Teams in February 2021.

In November 2020, National Council voted in favor of a number of the Regulations and Policy recommendations the By-Laws committee put forward to National Council. An updated version of the By-Laws was published on the GSU website subsequently.

We will be presenting a series of By-Law amendments that the Committee would like to bring forward to Convention 2021. As you know, By-Laws can only be amended by a 2/3 majority at Convention. In order to get there, we first need the National Council's support to submit those resolutions to Convention.

Secondly, you will find a few proposed amendments to some Regulations and Policies. These changes can be adopted by National Council and will take effect upon adoption.

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

I would like to thank the members of the By-Laws Committee for their hard work and for their contributions to this report. National Council is fortunate to have a strong and dedicated By-Laws Committee.

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

Appendix 'J' – Report of the GSU Education Committee

Your GSU Education Committee last met in person in August 2019 in Montreal. We made several recommendations to the GSU National Council (NC) in August 2019. One of which was the creation of a “GSU Local Officers” document which was formally presented to National Council in November 2020. The document was approved and can be found on the GSU website. Our work didn't end there, the committee collaborated with Sister Barrette and Brother Manchester to approve a final draft of a “Welcome to Your Union” document. During this process, we communicated secretarially via email. The document was also presented and approved at the GSU NC meeting of November 2020. A copy of the document can be found on the GSU website.

Thank you to the members of our Committee:

Sisters:

Michèle Parent
Leanne Moss
Chantal Umphrey
Kimberly Kimmins and
Brother Sheldon Jacobs

Respectfully submitted

Bruce Roy
Chair GSU Education Committee

Appendix ‘K’ – Report of the GSU Communications Committee

From September 2020 to Present

Committee Members

Chair: Martine Babcook, National Vice President

Co– Chair: Kevin Hanson – RVP, NCR

Azra Jusuf, Acting NVP Equity: RVP, Ontario

GSU Staff Resource: Jason Manchester, Executive Coordinator to the National President

To the members of the National Council of the Government Services Union (GSU), I am providing you with a report regarding the year in review for the Communications Committee.

Since the implementation of the new design of the GSU Website, the Committee met on January 19, 2021 and discussed how we are doing and next steps to hear from the membership. We decided to do a Survey and send it out to National Council and RVPs. At that meeting, we generated 7 questions from “Do you search for GSU online” to “Do you think GSU would benefit from a social media presence”.

We received a 50% response, from one of the questions we got 100% on “have you been on the GSU Website”, 88% on “do you search for GSU Information online”, to 50% being satisfied with the Website to 48% saying GSU should have a Facebook page. I have included the survey results.

The next step for the committee is to meet again and discuss next steps. I will add verbally to this report with an update at the National Council Meeting.

I would like to thank the members of this committee for their hard work and input and continued support. I would also like to acknowledge Dominique Barrette’s input in getting the new Website up and running and also to Jason Manchester for stepping in and making the Committee’s vision possible.

Sincerely,

Martine Babcook

National Vice-President and Chair of the GSU Communications Committee

GSU Communications Survey

GSU communications survey - English	English	French	Total
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Q1. Do you search for GSU information online?

	Answer %	Answers	Answers	
Answer Choices				
Yes	88%	19	2	21
No	13%	1	2	3
	Answered	20	4	24
	Skipped	0	0	0

Q2. Have you been on the GSU website?

	Answer %	Answers	Answers	
Answer Choices				
Yes	100.0%	20	4	24
No	0.0%	0	0	0
	Answered	20	4	24
	Skipped	0	0	0

Q3. What kind of information are you looking for if you use the GSU website?

	Answer %	Answers	Answers	
Answer Choices				
Information on Administration & Finance for my Local	46%	10	1	11
Contact information	71%	15	2	17
News and updates	54%	11	2	13
Information on Collective Agreements	63%	12	3	15
I've never seen the GSU Website	0%	0	0	0
Other (please specify)	25%	6	0	6
	Answered	20	4	24
	Skipped	0	0	0

Q4. How satisfied are you with the GSU website?

	Answer %	Answers	Answers	
Answer Choices				
Very satisfied	17%	4	0	4
Satisfied	50%	10	2	12
Neither	25%	4	2	6

Dissatisfied	0%	0	0	0
Very dissatisfied	4%	1	0	1
I don't use the website	4%	1	0	1
Answered		20	4	24
Skipped		0	0	0

Q5. Do you think GSU would benefit from a social media presence?

Answer Choices	Answer %	Answers	Answers	Answers
Yes	58%	12	2	14
No	42%	8	2	10
Answered		20	4	24
Skipped		0	0	0

Q6. What social media services do you use? Please select all that apply.

Answer Choices	Answer %	Answers	Answers	Answers
Twitter	26%	5	1	6
Facebook	83%	15	4	19
Instagram	43%	9	1	10
LinkedIn	22%	3	2	5
None of the above	9%	2	0	2
Other (please specify)	0%	0	0	0
Answered		19	4	23
Skipped		1	0	1

Q7. Which Social Media services should the GSU increase its presence on?

Answer Choices	Answer %	Answers	Answers	Answers
Twitter	30%	6	1	7
Facebook	48%	8	3	11
Instagram	22%	5	0	5
LinkedIn	13%	3	0	3
The GSU should stay off social media	39%	8	1	9
Other (please specify)	9%	2	0	2
Answered		19	4	23
Skipped		1	0	1

Appendix ‘L’ – Report of the GSU Collective Bargaining Committee February 2021

Members:

- Kelly Bush NVP-Equity Chair
- Troy MacDonnell LP Miramichi Member
- Kevin Hanson RVP NCR Member

Staff:

- Jason Manchester Executive Coordinator to the National President

We met 4 times, the first in January to review the process. We met for an hour the first time. We talked about the new process for the demands coming in. This year due to the pandemic there were none that were passed at AGM's. Normally, we would go back to the Local Presidents if there were questions, this time it had to be the actual members.

February 12th we met from 9EST-4EST, it was a long day reviewing the demands. There were 182 demands submitted and 2 added after the PSAC deadline. The committee had to sort, combine, and determine whether the demands were in the correct place. There were approximately 42 NJC demands which are pension, dental and health care coverage. There were 9 TC demands and 2 SV demands, we received none for the EB group.

The majority of the demands related to Leave (February Holiday, bereavement, family, and vacation) as well as changes to the definition of family, overtime, telework and classification with respect to the pay and pension center. One of the demands added after was a request for PSAC to recognize pay and pension advisors as another classification and bring this to Treasury Board. The steps for each classification group and level are in place to identify the number of years to become proficient at the job. This is not the case for pension and pay advisors as they require years of training to qualify as well as years on the job to become proficient at their job.

There also is a requirement for consistency across departments because agencies can lure away compensation advisors with promise of more pay with an extra step in the AS category. The demand while recognizing that this is the employer's job, prompts PSAC to look at this differently, considering that Phoenix is with us for several more years and the changes that systems will make illustrates the need for a new category. This is timely because there is an Occupational Group Structure review underway.

We met again on Friday February 19 and were able to get through the demands, paring down the demands by removing the ones that go against union principles (basic principles are benefit to the collective and no rescinding power or authority to the employer). We also had to ensure the correct Article, clause and/or appendix were referenced for all tables.

We also picked the members that were to attend the collective bargaining conference held April 26-30 in a virtual format. This process was simplified by the fact that we only received the exact number of applicants that were required so everyone who applied was able to attend. After the deadline, those who submitted their names were placed on the alternate list on a first come first serve basis. The committee recommends that due to the virtual nature of the conference the alternates should be allowed to attend if they are willing to use their vacation time.

After the 3rd meeting the demands were reduced to a more manageable 70. There were a number of duplicates and some were simply commenting with no actual demands. They were rewritten, combined, and streamlined. We also learned at this meeting that the PSAC would be prioritizing the demands so that exercise was removed from the committee responsibilities which was warmly welcomed by the committee.

The final meeting was to review the final combined demands and ensure that we had the correct demands into the other tables. This meeting was brief as most of the work had been done prior to this day.

I would like to thank the committee for their hard work, professionalism, and dedication to the collective bargaining process.

Respectfully Submitted,

Kelly Bush
GSU, NVP-Equity
Collective Bargaining Committee Chair

Appendix 'M' – Report of the GSU Equity Committee January 2020 March 2021

Members:

- Kelly Bush, NVP-Equity, Chair
- Shanny Doucet, Regional Vice-President, New-Brunswick & PEI
- Sue Soubra-Boone, Regional Vice-President, Ontario
- Reni Stein, Regional Vice-President, remainder of B.C. & Yukon
- Larissa Williams, Regional Vice-President, Manitoba & Saskatchewan
- Mohammed Abo El Ella, Local 70024 Equity Officer
- Sina Agah, Local 70013

Staff:

- Jason Manchester, Executive Coordinator to the National President

2020 was a different year, the turmoil that came from the global pandemic was and remains a magnifier for the inequities experienced in the world today. We saw violence against BIPOC people in Canada and the United States and these images came at a time when so many of us were isolated in our homes. For me, my home is a sanctuary where we choose to spend our time, but for many others time at home is not peaceful.

As we reflected on the year the GSU Equity Committee had, we are proud of the work that we did in spite of the challenges of not having a face to face meeting. We had zoom meetings, we wrote articles and communicated with our networks. In 2020, we wrote an article in February for Black History Month, 2 in April, one for Ramadan and one for the International Day of Mourning. We wrote an article on anti-racism, and one for international day for persons with disabilities. In total we wrote 8 articles for our website.

The zoom meetings in May of 2020 were about workplace culture and how that organizational culture impacts equity group members. We had another meeting in the Fall where we talked about growing equity in the union and what was happening in our union from an equity lens. We learned that many people are struggling with issues and that isolation only makes it worse.

This year was challenging as in all areas for our committee. The inability to meet face to face and focus on equity issues forced the committee to do meetings virtually and have smaller discussions and we came to consensus via email. The focus slowly switched to how can we build equity in the union. We took lessons from what we do with the employer and applied that to our work. We considered recommendations to put support structures in place. Yes, we have the committee, but our outreach must expand. We looked at the mentor/mentee program and thought we could incorporate this into our networks.

The question we asked ourselves is what can we do to bring more equity into the union? We took into consideration the findings from the gender equity task force where

women didn't feel welcomed into the union and that when they did come, they didn't always stay. The following was developed to try to put support structures in place.

Additionally, we decided that it would be good to have some kind of site where anyone could check on what is happening on the equity committee, what information was available, and we want to bring back the equity webpage that was removed.

We also wanted to change things within our committee to set priorities at the beginning and end of the mandate. This was done not to limit anyone's decision making authority but to guide any new person coming into the role. We circulated our priorities from the last mandate to see if there were any additional priorities to add. This was all done secretarially.

PSAC held the National Human Rights Committee meeting which was very different from other years. There wasn't a lot of interaction and technical difficulties plagued a lot of the participants. We had an antiracism panel, presentations on Bill C65 as well as discussions and updates from the Accessible Canada office as they will be rolling out the accessibility passport program for all the public service. There was also a presentation on the PSAC policy grievance for 699. GSU had also initiated a policy grievance for PSPC's handling of the accessible parking policy. Also, the government introduced new policies relating to equity which stemmed from world events, court cases and the clerks report making 28 recommendations on equity. The Canadian Human Rights Commission noted that there is inequality in the hiring process specifically for visible minorities and Indigenous group members.

I wanted to close by thanking the committee members for their work and dedication to advancing equity.

I am proposing two recommendations to National Council for your support. If this they are approved, I will submit proper resolutions to the GSU convention.

Respectfully submitted,

Kelly Bush and the GSU Equity Committee.

Recommendation 1: When an equity group member is either in the union or being brought in, members from the equity committee reach out to them to determine what their interests are, what they want to achieve and try to determine how we can help them create connections.

The LP, RVP and NVP's will need to support this approach but the committee members will have to communicate with the executives. The goal will be to support the equity group member as well as build the bridge between the equity member and their existing structures.

The equity group member will act as a mentor for the local. If they need help, the GSU equity committee will be there to provide the assistance.

Recommendation 2: Before each AGM (30 days and the day before), the LP reaches out to the NVP-Equity to discuss with the executive and where there may be room to recruit equity into the local.

Appendix 'N' – Report of the GSU Local Development Committee

Chair – Martine Babcook, National Vice President
Reni Stein – RVP Vancouver Island & remainder of BC & Yukon Jeanette
Fillion – RVP Royal Canadian Mint Winnipeg, Ottawa & PSO's Debi
Bannon – Local President – Local 00031
Michèle Parent – RVP – Western Quebec
Jason Manchester – GSU resource person

As the Chair of the GSU Local Development Committee here is our report to National Council.

At the beginning of 2021, I was asked by Brother Howard to Chair the Local Development Committee when Sister Doucet stepped down from this position. To start, I would like to thank both the committee members and Sister Doucet for her hard work as the previous chair. I would also like to submit the report that she had prepared, as a lot of work was put into it. We have used her report as a reference for this committee report. (Appendix "A")

The Local Development Committee first met on January 26 to discuss what the Committee can contribute moving forward. I reached out to the PSAC Edmonton Regional Office to see what they can offer to Locals in terms of local development. PSAC Edmonton has a training program that they give to new or existing Locals with the collaboration of RVPs in the Region. The training course was developed for the Prairie Region but these types of training for new locals or a refresher for existing locals can be done through your PSAC Regional Office. We have found that training across the Region is not consistent and this is a PSAC issue. We also found that PSAC has online training for an "Introduction to PSAC Structure."

GSU has the Local Officers Handbook and the Welcome to your Union Booklet which was produced under the Education Committee but also would be beneficial to Local Development. The Committee therefore felt it would not be necessary to repeat this type of process under the Local Development Committee.

There are 4 recommendations from Sister Doucet's report, the first is merging with the Education Committee, second is having a 1-day minimum training on roles and responsibilities for National Council Officers, and third and fourth that the GSU National Office develops on-boarding packages for new members and new executives joining GSU. An email was sent out to the Committee Members from myself saying that other than what we have on hand to assist the members we don't think there is anything else to add at this point that is not already available for members.

In Solidarity,

Martine Babcook Chair on behalf of the Local Development Committee

**Report of the GSU Local Development Committee
to National Council**

September 2019 to March 2020

Local Development Committee Members, as of March 2020: Shanny

Doucet, Regional Vice-President, New Brunswick & PEI (Chair) Jeannette

Fillion, Regional Vice-President, Royal Canadian Mint

Michèle Parent, Regional Vice-President, Western Quebec

Reni Stein, Regional Vice-President, Remainder of B.C. & Yukon

Debi Bannon, Local 00031 President

At the August 2019 meeting, the Local Development Committee mentioned that we would be doing a survey for local executives and followed by an RVP survey.

The first survey intended for Local Executives was sent out in October 2019.

Unfortunately, a very low number of responses (approximately 20%).

Most local executive members do not have a predetermined amount of time spent on issues, however, 14% of them are still having to do union business outside of work.

A large majority 71% don't feel like they need to justify why they are taking union leave (which is wonderful) but what about the other 29% that must justify their time?

Most local executives feel it's the RVP's responsibility to ensure local executives know their roles and responsibilities yet most of them are learning from the by-laws.

Most local executives feel members aren't interested in the union 86%.

Most local executives communicate with members, local exec, and RVP's via email.

Here are a few suggestions from local executives on how to ensure newly elected officers know their roles and responsibilities:

- Training from GSU office for new elected officers
- Mentoring by Local President/RVP/NVP
- More information on training opportunities
- Online Training
- Handbook
- AGM follow-up call from RVP

How to improve communication within your local, with the RVP and GSU National Office:

- Generating distribution lists, send emails pertinent to general membership directly to them so they feel included/valued.
- Social Media
- Include all executives on communications

Suggestions:

- More training (other than the 2 days retreat)
- Training offered by GSU National Office
- Mentoring by NVP/National Office
- AGM follow-up call from RVP

AGM

Turnout at AGMs are for the most part low in attendance. 22% stated that they barely have quorum while another 29% only have a few members attend.

Challenges are low membership participation and membership lists are not accurate.

Suggestions to increase member engagement:

- Updated membership lists
- More visits from RVPs/NVPs and National President
- Monthly communication from Local to members
- More communication
- More one-on-one meetings
- On-boarding package for new members

The RVP survey was sent out on January 28th and ended on February 20th.

Again, not a high participation (approximately 50%)

Here are a few numbers taken out of the answers received:

- 60% of respondents stated that they do not have predetermined time away from their day-to-day job and use time as required, while 43% say they always have to justify their union time.
- 70% say that the GSU National Office should be responsible for ensuring that the members of a local executive understand their roles and responsibilities and 60% feel it's the responsibility of their RVP.
- 67% learned their roles and responsibilities from the GSU by-laws and 56% learned them from their successor.
- 80% of respondents say communication with their local is very good.
- Communications with locals is done by emails (100%), face-to-face (90%), conference calls (60%) and social media (40%).
- Information received from GSU shared with locals 50% say always and 50% say sometimes.

How to improve communications within locals, with RVPs and National Office:

- Build a digital hub and establish framework and tools
- Continue to include Local Presidents when appropriate
- Send out more communiqués from the National Office (not just PSAC)

What do you do when new local officers are elected?

- 70% explain roles and responsibilities
- 70% provide PSAC education link and meet with the executive
- 60% give them my contact information

Challenges that have a very significant impact:

- Membership lists are not accurate
- Lack of training

Suggestions to increase member engagement:

- Updated membership lists
- Build RVP network
- One on One meetings with National Office
- Better tools and resources

With those results it is once again evident that we not only have a perception of lack of interest in Union from membership but also a lack of training, tools, resources, and communications on all levels.

In the resolutions on records, I found the following Structure Committee Recommendation 3 – adopted at the 2005 GSU Convention:

“The Committee recommends that (National Council) identify and implement techniques and practices to encourage increased activities in every GSU Local and to increase the number of union activists in every local.”

On behalf of the Local Development Committee, I am submitting 4 resolutions to National Council and hope that they will support them.

Respectfully submitted on behalf of the Local Development Committee,

Shanny Doucet
GSU RVP NB&PE
Local Development Committee, Chair