
RESOLUTIONS OF RECORD

GOVERNMENT SERVICES UNION, PSAC

Resolutions approved by GSU Convention which do not amend the By-Laws, Regulations and Policies but contain important principles to guide GSU activities

As prepared following the founding Convention in Ottawa, August 27, 28, 29, 1999

And as updated after the Second Triennial National Convention in Halifax, October 28, 29, 30, 2002

And as updated after the Third Triennial Convention in Québec, September 13, 14, 15, 2005

And as updated after the Seventh Triennial Convention in Ottawa, September 26, 27, 28, 2017

And as updated by the Eighth Triennial Convention held virtually, October 5, 6, 7, 8, 2021

And as updated by the Ninth Triennial Convention held in Ottawa, September 26, 27, 28, 2023



Government Services Union
Syndicat des services gouvernementaux

TABLE OF CONTENTS

GSU GOVERNANCE	2
National Council meetings open to observers.....	2
Location of National Council meetings.....	2
Percentage dues.....	2
Annual General Meeting allowance.....	2
Two Local Presidents' Council meetings.....	3
Local Presidents' Role in GSU Governance.....	3
GSU Accommodation Fund.....	3
National Vice President elections.....	4
Consultation with Locals on Regulations and Policies.....	4
RVP Jurisdictions.....	4
Local to Local Mentorship and Support.....	4
GSU AND EMPLOYERS	5
Union-management agreements on workplace health and safety.....	5
Grievance tracking.....	5
Employment security.....	5
Psychological health.....	5
Duty to Accommodate.....	5
Union activities agreements for Local officials.....	6
GSU ALLIANCES	7
Canadian Labour College.....	7
Area Council financing.....	7
Championing aboriginal issues.....	7
GSU GENERAL	8
Typographical and editorial corrections.....	8
GSU Local development.....	8
GSU orientation.....	8
GSU family care.....	8
Local assistance.....	8
Building our Union (Mentorship).....	9
Building Equity in the Union.....	9
Mental Health Training for Elected Officers.....	9
GSU Mentoring Program.....	9

GSU GOVERNANCE

NATIONAL COUNCIL MEETINGS OPEN TO OBSERVERS

RESOLUTION 99/09A – ADOPTED GSU 1999 CONVENTION

BE IT RESOLVED THAT all National Council meetings be open to Local observers with voice but no vote.

BE IT FURTHER RESOLVED THAT all members who wish to observe a National Council meeting must so advise the National President at least two (2) weeks prior to the meeting.

BE IT FURTHER RESOLVED THAT in normal circumstances, one observer per Local in the immediate area of each National Council meeting location may have their expenses paid by the union in accordance with Regulation 4.

See also GSU Policy 11

LOCATION OF NATIONAL COUNCIL MEETINGS

RESOLUTION 99/10 – ADOPTED 1999 GSU CONVENTION

BE IT RESOLVED THAT our Union's National Council meetings be held in the various regions across the country where we have members (by rotation).

PERCENTAGE DUES

FINANCE COMMITTEE RECOMMENDATION – ADOPTED 1999 GSU CONVENTION

The Finance Committee recommends concurrence in the proposal that the new union have a percentage dues structure.

ANNUAL GENERAL MEETING ALLOWANCE

RESOLUTION 99/83A – ADOPTED 1999 GSU CONVENTION

BE IT RESOLVED THAT an annual allowance of \$100 be given to Locals with 100 members or less to offset the cost of an Annual General Meeting. Each qualifying Local must submit a request for the subsidy to the National Office.

See also GSU Policy 15

In April 2021, National Council amended GSU Policy 15 to increase the allowance to \$500. This amendment was ratified by the 2021 GSU Convention.

TWO LOCAL PRESIDENTS' COUNCIL MEETINGS

RESOLUTION 05/19 – ADOPTED 2005 GSU CONVENTION

BE IT RESOLVED THAT the National President will convene two meetings of the Local Presidents' Council which will make recommendations to the National Council. The National Council meeting for that year will be held immediately after the Local Presidents' Council meeting.

BE IT FURTHER RESOLVED THAT one of these two meetings be held two years before the GSU Triennial National Convention, and the second of these two meetings be held the year before the GSU Triennial National Convention.

See also GSU By-law 11

2021 GSU Convention amended GSU By-law 11 to replace *Local Presidents' Council* by *Local Presidents' Conference*.

LOCAL PRESIDENTS' ROLE IN GSU GOVERNANCE

RESOLUTION 11/23 – ADOPTED 2011 GSU CONVENTION

BE IT RESOLVED THAT this Convention recognizes that Local Presidents may be appointed to GSU standing committees by the National President and that Local Presidents may participate at regional labour-management committees or their equivalent in the NCA at the call of the appropriate Regional Vice President.

BE IT FURTHER RESOLVED THAT each annual meeting of the Regional Vice Presidents and Local Presidents will report to the next GSU Local Presidents' Council. These reports may raise issues of concern to the Locals which may be discussed at the Local Presidents' Council.

GSU ACCOMMODATION FUND

RESOLUTION 11/27 – ADOPTED 2011 GSU CONVENTION

BE IT RESOLVED THAT GSU create a fund that Locals may apply for economic assistance for the purposes of accommodating members with disabilities, and

BE IT FURTHER RESOLVED THAT this fund be used for Local decision making, union representation and union education.

See also GSU Policy 16

NATIONAL VICE PRESIDENT ELECTIONS

RESOLUTION B 09-14 – ADOPTED 2014 GSU CONVENTION

BE IT RESOLVED THAT the National Vice President positions will be elected separately, starting with the NVP Equity position.

See also GSU By-law 8

CONSULTATION WITH LOCALS ON REGULATIONS AND POLICIES

RESOLUTION G 16-14 – ADOPTED 2014 GSU CONVENTION

BE IT RESOLVED THAT the National Council should consult with each Local on any change(s) to the GSU Regulations and Policies before the National Council decision and/or vote take place.

RVP JURISDICTIONS

RESOLUTION B 04-17 – ADOPTED 2017 GSU CONVENTION

BE IT RESOLVED THAT RVPs be allowed to represent members in their jurisdiction as well as other jurisdictions at the request of another RVP or the National President.

See also GSU Policy 14

LOCAL TO LOCAL MENTORSHIP AND SUPPORT

RESOLUTION G-17-23 – ADOPTED BY 2023 GSU CONVENTION

BE IT RESOLVED that at the discretion of local and/or a local's governance structure activists from other locals can provide assistance to aid in the support of a local to fulfill their responsibilities and/or support activists participation within the union.

GSU AND EMPLOYERS

UNION-MANAGEMENT AGREEMENTS ON WORKPLACE HEALTH AND SAFETY

RESOLUTION 02/51 – ADOPTED 2002 GSU CONVENTION

BE IT RESOLVED THAT any union-management agreement on WHS respects as a minimum the common rules established by the Canada Labour Code.

GRIEVANCE TRACKING

RESOLUTION 08/44 – ADOPTED 2008 GSU CONVENTION

BE IT RESOLVED THAT GSU acquire and implement “Unionware” as our grievance handling and tracking system for all levels of GSU representation.

EMPLOYMENT SECURITY

EMERGENCY RESOLUTION – ADOPTED 2011 GSU CONVENTION

BE IT RESOLVED THAT Convention affirms employment security for all GSU members as GSU’s highest priority and authorizes National Council to access funds from the GSU Contingency (“Fight Back”) Reserve to achieve that objective.

PSYCHOLOGICAL HEALTH

RESOLUTION 11/32 – ADOPTED 2011 GSU CONVENTION

BE IT RESOLVED THAT GSU shall lobby employers so that the importance of preventative action in psychological health is recognized and sustained.

DUTY TO ACCOMMODATE

RESOLUTION G 09-14 – ADOPTED 2014 CONVENTION

BE IT RESOLVED THAT GSU takes steps to ensure adequate processes are in place to deal with workplace accommodation issues.

UNION ACTIVITIES AGREEMENTS FOR LOCAL OFFICIALS

RESOLUTION G 01-17 – ADOPTED 2017 GSU CONVENTION

BE IT RESOLVED THAT GSU negotiate, in consultation with Locals, with Department(s) (if there is more than one) Union Activity Agreements paid for by the employer(s) in question for the Local officials, and

BE IT FURTHER RESOLVED THAT GSU, through its Regional and National Vice-Presidents network, provide the necessary coaching and support to Locals who need it, to maintain and support their officials' autonomy. Those officials would be given time off and be remunerated by the employer(s).

GSU ALLIANCES

CANADIAN LABOUR COLLEGE

RESOLUTION 99/84 – ADOPTED 1999 GSU CONVENTION

BE IT RESOLVED THAT this Union support the Canadian Labour College with an annual donation of \$1000.00.

AREA COUNCIL FINANCING

RESOLUTION 02/49 – ADOPTED 2002 GSU CONVENTION

BE IT RESOLVED THAT our Component donate one hundred dollars (\$100.00) per year, per Local, to the Area Council to which each Local belongs, with funding to come from unallocated funds.

CHAMPIONING ABORIGINAL ISSUES

RESOLUTION G 18-14 – ADOPTED 2014 GSU CONVENTION

BE IT RESOLVED THAT Government Services Union consult with the National Aboriginals Circle to find out how we as a Component can best champion aboriginal issues and be allies to their fights and campaigns.

GSU GENERAL

TYPOGRAPHICAL AND EDITORIAL CORRECTIONS

RESOLUTION 02/30 – ADOPTED BY 2002 GSU CONVENTION

BE IT RESOLVED THAT the National President have the authority to correct typographical and editorial errors before the By-Laws are reprinted after Convention, ensuring there is no change to the intent of any By-law.

GSU LOCAL DEVELOPMENT

STRUCTURE COMMITTEE RECOMMENDATION 3 – ADOPTED 2005 GSU CONVENTION

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

GSU ORIENTATION

RESOLUTION 08/45 – ADOPTED 2008 GSU CONVENTION

BE IT RESOLVED THAT GSU develop an orientation information presentation for consistent communication to new members that may be delivered in a timely, efficient and knowledgeable manner.

GSU FAMILY CARE

RESOLUTION 08/63 – ADOPTED 2008 GSU CONVENTION

BE IT RESOLVED THAT all GSU registration forms for family care take into account the requirements of family members with disabilities.

See also GSU Policy 3

LOCAL ASSISTANCE

RESOLUTION G 13-14 – ADOPTED BY 2014 GSU CONVENTION

BE IT RESOLVED THAT GSU will provide guidance and assistance to the Local executives as may be required to ensure the performance of their duties.

BUILDING OUR UNION (MENTORSHIP)

RESOLUTION G-1-21 – ADOPTED BY 2021 GSU CONVENTION

BE IT RESOLVED THAT each GSU standing committee includes a young worker wherever possible.

BE IT FURTHER RESOLVED THAT the GSU Equity Committee has a young worker member from an equity group.

RESOLUTION 1 – ADOPTED BY NOVEMBER 24, 2020, NATIONAL COUNCIL

BE IT RESOLVED THAT GSU hold a Young Workers Summit every three years, in the year before the GSU Triennial Convention; and

BE IT FURTHER RESOLVED THAT this is a two-day Summit to be held in the National Capital region and will include six (6) GSU Young Workers in good standing from each employer group, the National President and a National Vice-President.

BUILDING EQUITY IN THE UNION

RESOLUTION G-2-21 – ADOPTED BY 2021 GSU CONVENTION

BE IT RESOLVED THAT each GSU standing committee includes an equity group member wherever possible.

RESOLUTION G-12-13 – ADOPTED BY 2023 GSU CONVENTION

BE IT RESOLVED THAT each GSU Convention Committee includes an equity group member wherever possible.

MENTAL HEALTH TRAINING FOR ELECTED OFFICERS

RESOLUTION G-14-23 – ADOPTED BY 2023 GSU CONVENTION

BE IT RESOLVED that GSU offer mental health training available to all elected representatives once per cycle.

GSU MENTORING PROGRAM

RESOLUTION G-32-23 – ADOPTED BY 2023 GSU CONVENTION

BE IT RESOLVED THAT GSU develop and offer a mentoring program for delegates and Local Officers funded by the existing budget, that is, comprehensive ongoing training in labour relations with the following suggested components: health and safety, staffing, classification, performance management, disability, legislation, understanding the collective agreement, grievances, values and ethics, conflict resolution, and others without limit.