



**GSU National Council Meeting**  
**Meeting Minutes**  
**Hilton Lac-Leamy**  
**Thursday, April 28, 2022**

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## 1. Call to Order

The meeting of the GSU National Council was called to order at 9:01 a.m. (Eastern time) on Thursday, April 28, 2022, with Brother Bruce Roy in the Chair, and the following participants in attendance:

### Participants:

Bruce Roy	National President
Martine Babcook	National Vice-President
Kevin Hanson	National Vice-President
Kelly Bush	National Vice-President, Equity
Steve Colterman	Regional Vice-President, National Capital Region
Sue Boone	Regional Vice-President, Ontario Region, excluding the National Capital Region
Anthony Drozdowski	Regional Vice-President, Nova Scotia (Virtually)
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City
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
Mike LeBlanc	Regional Vice-President, New Brunswick, and Prince Edward Island
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	Regional Vice-President, Alberta, Nunavut, and the Northwest Territories
Nicole Rousseau	Regional Vice-President, National Capital Region
Reni Stein	Regional Vice-President, Vancouver Island, remainder of British Columbia and the Yukon Territories
William Tait	Regional Vice-President, National Capital Region
Jeff Tessier	Regional Vice-President, Royal Canadian Mint

### Guest:

Jeanette Fillion	Former Regional Vice-President, Royal Canadian Mint
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### Observers / Virtual:

Chris Hobbs	Local President 70024
Denis Leblanc	Local President 80052
Andrea Lima	Local President 20008
Stéphanie Rochon	Local President 10011
François Zarraga	Local President 70017

### Staff:

Dominique Barrette	Executive Coordinator to the National President
Monique Desrosiers	Finance and Administration Officer
David Girard	Senior Union Representative
Diane Rancourt	Communication and Administration Assistant
Maria Thomas	Executive Assistant to the National President

## **Land Acknowledgement Statement**

Brother Roy acknowledged that we are all on unceded territory and that the National Council meeting is being chaired on the traditional unceded territory of the Algonquin Anishnaabeg People.

## **Announcements**

- Brother Roy requested a moment of silence as April 28, 2022, is the International Day of Mourning, a day to commemorate those whose lives have been forever changed by a workplace accident or illness.
- Brother Roy did a round table and requested National Council to introduce themselves as we have two newly elected Regional Vice-Presidents.

## **Oath of Office**

Brother Roy advised National Council that Sister Shanny Doucet, Regional Vice-President for the Atlantic Region and Sister Jeanette Fillion, Regional Vice-President for the Royal Canadian Mint resigned.

Brother Mike LeBlanc is replacing Sister Doucet as he was elected as the alternate at the GSU Convention in October 2021.

Brother Jeff Tessier was the newly elected Regional Vice-President for the Royal Canadian Mint.

Brother Roy administered the Oath of Office to Brothers LeBlanc and Tessier. On behalf of National Council Brother Roy welcomed Brothers LeBlanc and Tessier.

## **2. Approval of Agenda**

**m/s Anthony Drozdowski / Martine Babcook**

That the agenda be adopted as presented.

**Motion carried.**

**(Appendix 'A')**

## **3. Hours of Session**

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

Thursday, April 28, 2022	9:00 a.m. – 4:00 p.m.
Lunch	12:00 p.m. – 1:00 p.m.
Break	10:30 a.m. and 2:30 p.m.

**Motion carried.**

## **4. Approval of Previous Minutes**

### **a) Conference call minutes of February 23, 2022**

**m/s Linda Harding / Sue Boone**

That the conference call minutes of February 23, 2022, be approved as presented.

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

## 5. By-Laws, Regulations and Policies

### a) Resolutions

m/s Reni Stein / Nicole Rousseau

Sister Stein read the following resolution to National Council:

**BE IT RESOLVED THAT** the following definitions be added to the Definition section of GSU By-Laws, Regulations and Policies:

**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 clear 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 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.

**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.

**Recorded vote #2. Motion carried.**

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## 6. Merger of Local 00031 with 00027

m/s Sue Boone / Mélanie Hamel

**Resolution to merge Local 00031 with Local 00027**

**WHEREAS** GSU Local 00031 represents members working in the London region

**WHEREAS** GSU Local 00031 has 8 members and has not had a full executive for the past years; and

**WHEREAS** multiple attempts have been to form a Local executive, with the latest on April 5, 2022, without any success.

**BE IT RESOLVED THAT** Government Services Union Local 00031 membership be merged into Local 00027; and

**BE IT FURTHER RESOLVED THAT** any monies remaining in Local 00031 bank account be transferred to Local 00027.

**THEREFORE, BE IT FURTHER RESOLVED THAT** Local 00031 be dissolved.

**Recorded vote #3. Motion carried.**

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## **7. Meetings in 2022 and 2023**

### **a) Update - Local Presidents' Conference and National Council Meeting in 2022**

Brother Roy advised National Council that the next 2022 GSU Local Presidents' Conference and National Council Meeting will be held at the Sheraton Centre Toronto Hotel the last week of September 2022. Brother Roy encouraged National Council to follow up with their Locals as GSU is covering all costs for one observer who sits on the executive to attend. Sister Moss indicated that September 30, 2022, is Truth and Reconciliation Day, a statutory holiday, and suggested that National Council try to participate in an event.

### **b) Update - Location of National Council Meeting in 2023**

Brother Roy advised National Council that we are still working on the location for the next National Council meeting in 2023. Once the location has been confirmed, an email will be sent to National Council.

## **8. Membership Reports**

Sister Barrette advised National Council that starting in May 2022 the GSU National Office will be sending a membership report on a monthly basis. The purpose of this report is to provide National Council with an overview of the distribution of our membership by various criteria. The data presented comes from the PSAC database, UnionWare.

## **9. Young Workers**

m/s Kevin Hanson / Michèle Parent

### **Resolution to officially have a GSU Young Workers' Standing Committee**

**WHEREAS** Since 2014, efforts have been made to create a Young Workers' Committee; and

**WHEREAS** the budget approved at the GSU 2021 Convention included a budget line item for a Young Workers' Committee; for the purpose of organizing the GSU Young Workers' Summit; and

**WHEREAS** there is no record of a GSU Young Workers' Standing Committee being ratified by the National Council.

**BE IT RESOLVED THAT** a GSU Young Workers' Standing Committee be officially created and ratified.

**Recorded vote #4. Motion carried unanimously.**

**Note:** An email will be sent to National Council requesting names of Young Workers' who would be interested in attending the GSU Young Workers Summit. More details to follow.

## 10. GSU Financial Review Committee

Sister Babcook, chair of the Finance Committee, introduced the committee members: Sisters Azra Jusuf, RVP, Mélanie Hamel, RVP, Sonia Gagné, Local President 10060 Monica Mercier, Local 70019 and Monique Desrosiers, staff resource person.

Sister Babcook read the unaudited financial statements and answered questions.

**m/s Martine Babcook / Mélanie Hamel**

**Motion: F-03-22**

**Subject: Approval of GSU (Unaudited) Financial Statements - December 31, 2021**

**Originator: Finance Committee to National Council – April 28, 2022**

The Finance Committee recommends the adoption of the GSU (Unaudited) Financial Statements – December 31, 2021, as presented, the GSU (Audited) Financial Statements – December 31, 2021, will be presented at the National Council meeting in September 2022.

1. 2021 GSU Operations from January 1 to December 31, 2021 – Appendix A.1
2. 2021 GSU Financial Position at December 31, 2021 – Appendix A.2

**Recorded vote #5. Motion carried.**

**Note:** A copy of the Financial Statements were provided electronically to National Council, and are not included in these minutes.

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**m/s Martine Babcook / Mélanie Hamel**

### **GSU Hiring of a new Union Representative**

Sister Babcook explained Motion F-04-22 and advised National Council that they are voting on the cost and not on the position as this item was not previously budgeted.

After some discussion the following motion is presented to National Council.

**m/s Nicole Rousseau / Michèle Parent**

To postpone the vote on resolution F-04-22 - hiring of a new Union Representative after Brother Girard's presentation on grievances.

**Motion carried.**

**m/s Linda Harding / Nicole Rousseau**

Sisters Harding and Rousseau requested an "in camera" session after the morning break.

**Motion carried. (11:20 a.m. National Council reconvenes)**

**Motion: F-04-22**

**m/s Martine Babcook / Mélanie Hamel**

**Subject: Motion – Indeterminate Position – Unreserved Funds**

**Originator: Finance Committee to National Council – April 28, 2022**

**Whereas** the National President requested a costing for the addition of one indeterminate Union Representative for the GSU National Office; and

**Whereas** due to the increase in membership from 7,500 members in 2017 to 10,800 members in 2021, the need to grow the Representation division of the GSU National Office is required; and

**Whereas** the 2021-2022-2023 budget adopted at the GSU Triennial Convention, Line 13.A – National Office Salaries includes 10 indeterminate staff members; and

**Whereas** the addition of one indeterminate Union Representative will incur additional expenses in 2022 and 2023 for the line items 13.A – National Office Salaries and others, as listed below;

**Be it resolved** that the additional costs for these line items shown below, be taken from the “Unreserved Funds” as shown on the GSU Statement of Financial Position at December 31, 2021, as the additional costs are not included in the 2022 and 2023 Budget.

**Additional Costs:**

	<b>2022 (3 Mths)</b>	<b>2023 (12 Mths)</b>
13.A – Salaries	\$28,500	\$114,000
14.E – Pension	\$ 3,600	\$ 14,400
14.D – HCP Benefits	\$ 3,000	\$ 12,000
14.F/G - EI/ CPP	\$ 1,800	\$ 7,200
14.A – Severance	\$ 600	\$ 2,400
<b><u>Total</u></b>	<b><u>\$37,500</u></b>	<b><u>\$150,000</u></b>

Brother Girard presented his report prior to voting. National Council then voted on resolution F-04-22.

**Recorded vote #6. Motion carried.**

## **11. Grievance Report**

Brother Girard presented a grievance report to National Council. He then responded to questions regarding his report. Sister Hamel wanted to know if this report would be shared on a regular basis. Brother Girard indicated that the reports would be shared every three months. Brother Roy stated that National Council members can reach out to Brother Girard if they have any questions.

**P.M. Session (1:05 p.m.)**

## **12. Finance Presentation**

Sister Desrosiers welcomed Brother Lafleur from the National Office who joined the meeting virtually. Sister Desrosiers proceeded with the presentation on how to complete a GSU Member expense claim form and explained Regulation 4.9 Allowances and Stipend. She then responded to questions.

## **13. Business arising from the previous minutes**

- To create a Shared Services Canada Local (SSC)
  - The National Vice-Presidents will discuss this item.
- **Update – Observers attending PSPC National Health and Safety Meetings (NHSC)**
  - Working on a flow chart to ensure that the information is shared.
- **Reclassification – Employer trying to merge groups with PA.**
  - Brother Roy advised National Council that PSAC issued a communiqué on March 24, 2022, regarding the reclassification. The timeline has been

extended to June 2024. It is important to understand that the new pay scale needs to be negotiated and this will most likely occur at the next cycle. He stated that members are salary protected. (Red circle.) National Council expressed their concerns on the lack of information, and that the PA group has been waiting a long time. They commented that PSAC is not pushing to have this issue resolved. Sister Hamel indicated that if you are having major challenges to send an email to Brother Roy. Brother Roy will raise these concerns with the appropriate parties. This is on-going and Brother Roy will update National Council accordingly.

#### **14. New Business**

No new items were added.

#### **15. Round Table**

The meeting ended with a round table discussion:

**Brother Drozdowski:** He stated that the ROSH should give access to observers to attend National Health and Safety meetings virtually, there is a serious disconnect, and cause for concerns.

**Brother Paquette:** All is good.

**Brother Tait:** He added to Brother Drozdowski's concerns that it is important to follow up with Health and Safety. This is a 'two-way street'. Information should be shared both ways.

**Sister Moss:** She stated that it is great to have an in-person meeting and is happy to see everyone.

**Brother LeBlanc:** He stated that he enjoyed being part of National Council and had good discussions with National Council.

**Sister Rousseau:** She stated that she enjoyed the meetings this week and all went well. However, going forward with the pandemic; members are working from home and the hiring process has changed. Employers are hiring from across the regions, and this is causing some concerns on how to assign members to the appropriate Locals.

**Sister Hamel:** She echoed Sister Rousseau's comments and she enjoyed seeing everyone in person.

**Sister Jusuf:** She was happy to see everyone in person. She thanked National Council and GSU staff for the work that they do.

**Brother Colterman:** He enjoyed seeing everyone and stated that the event was well organized.

**Brother Jacobs:** He echoed everyone's comments. Happy to see everyone.

**Sister Parent:** She was happy to see everyone in person. She stated that SSC is in good hands with the National President and National Vice-Presidents and that GSU has reclaimed their spot with SSC. This is good news as in the past members were not receiving much assistance from the National Office. She requested in the future to take into consideration not to have meetings close to a casino.



**Sister Stein:** She wanted an update on the vaccination policy for members, as members are wondering what will happen when work from home is less of an option. Brother Roy advised that as soon as more information is received, it will be shared with National Council.

**Brother Tessier:** He stated the week has been very insightful. He enjoyed seeing everyone and thanked everyone for the warm welcome.

**Sister Rawlins:** She enjoyed the week.

**Sister Bush:** She thanked everyone and stated that it was a great week and enjoyed seeing everyone. She echoed Sister Parent's comments regarding SSC members.

**Sister Boone:** She thanked everyone, and she missed having face-to-face meetings. She wanted to thank Sister Rousseau for mentioning the regions/hires issues as this is a major concern. She looks forward to seeing everyone at the Local Presidents' Conference in Toronto in September.

**Brother Hanson:** He announced that Brother François Zarraga will be retiring from the public service after thirty-two years of service. He thanked Brother Zarraga for all of his work and for his assistance in reactivating Local 70017. Brother Zarraga was Local President for 70017. He has been a union activist for many years. Brother Hanson presented Brother Zarraga virtually with a gift and Brother Hanson will make the necessary arrangements to have the gift delivered. Brother Hanson wished him a happy retirement and he will be missed.

**Brother Zarraga:** He thanked everyone, and noted it is time to leave the government after thirty-two years. His future plan is to move to Spain and if anyone should visit Spain to let him know.

**Sister Babcook:** She stated that it has been a very busy week. The National Vice-Presidents (NVP) had meetings and she met with Sisters Barrette, Desrosiers and, Brother Girard. They had "brainstorming" on various topics. On Friday, April 29 the NVPs will meet to debrief. She has noted National Council's comments and she will discuss at the meeting tomorrow. She wished Brother François Zarraga a happy retirement!

**Brother Roy:** He invited the Local Presidents to address National Council.

**Brother Hobbs:** He is inspired by the work done by National Council and thanked everyone.

**Sister Brovina:** She echoed Brother Hobbs comments. It was a pleasure to attend the meeting virtually. She stated that the meeting was well organized.

**Brother Roy:** He reminded National Council to take the time to reply to emails sent by staff as those emails contain important information. He thanked Encore, the Interpreters, Staff at the Hilton Lac-Leamy and the GSU staff for a job well done. It was a great event and he thanked everyone for making his professional life enjoyable. He feels very fortunate to work on behalf of everyone for our members.

## **Adjournment**

**m/s Linda Harding / Sheldon Jacobs**

The meeting adjourned at 3:45 p.m.

### **Action items for next National Council Meeting**

- To provide update - Location of National Council Meeting in 2023
- To provide update – Young Workers’ Summit
- Observers at National Health & Safety Committee Meetings
  - To provide flow chart
- To organise an event for ‘Truth and Reconciliation Day’ on September 30.
- To provide update on the vaccination policy.

## Recorded Votes / Votes consignés

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	Conference Call minutes of Feb. 23, 2022	Resolutions-Definitions	Merger of Locals 00031 with 00027	Youth Workers Cttee	F-03 -- Financial Statements	F-04 -- Unreserved funds - Hiring of a Union Rep.
Vote Number / Numéro de vote	1	2	3	4	5	6
Babcook, Martine, NVP	1	1	1	1	1	1
Bush, Kelly, NVP Equity	3	1	1	1	1	1
Hanson, Kevin, NVP	1	1	1	1	1	1
Boone, Sue	1	1	1	1	1	1
Colterman, Steve	3	1	1	1	1	1
Drozdowski, Anthony	1	1	1	1	1	1
Hamel, Mélanie	1	1	1	1	1	1
Harding, Linda	1	1	1	1	1	1
Jacobs, Sheldon	3	1	1	1	1	1
Jusuf, Azra	3	1	1	1	1	1
LeBlanc, Mike	3	1	1	1	1	1
Moss, Leanne	1	1	1	1	1	1
Paquette, Paul	1	1	1	1	1	1
Parent, Michèle	1	1	1	1	1	1
Rawlins, Heather	1	1	1	1	1	1
Rousseau, Nicole	3	1	1	1	1	1
Stein, Reni	1	1	1	1	1	1
Tait, William	1	1	1	1	1	1
Tessier, Jeff	3	1	1	1	1	1
Roy, Bruce, NP	1	1	1	1	1	1



**GSU NATIONAL COUNCIL MEETING  
THURSDAY, APRIL 28, 2022  
HILTON LAC-LEAMY HOTEL  
Grand Salon BOARDROOM (9:00 A.M. TO 5:00 P.M.)**

**Appendix A- – “Agenda”**

- Breakfast** (Morrice Room) 8:00 a.m. to 8:50 a.m.
1. Call to Order and Announcements 9:00 a.m.
    - a) Oath of Office (Mike LeBlanc & Jeff Tessier)
  2. Approval of Agenda
  3. Hours of Session
  4. **Approval of Previous Minutes**
    - a) Conference Call of February 23, 2022
  5. **By-laws, Regulations and Policies**
    - a) Resolutions
  6. Merger of Local 00031 with Local 00027
  7. **Meetings in 2022 and 2023**
    - a) Update - Local Presidents' Conference and National Council Meeting in 2022
    - b) Update - Location of National Council Meeting in 2023
  8. Membership Reports (Dominique Barrette)
  9. Young Workers
  10. **GSU Financial Review Committee**
    - GSU Unaudited Financial Statements – Dec 31, 2021
    - Motion for approval of the GSU Unaudited Financial Statements – Dec 31, 2021
    - GSU Hiring of a Union Representative
  11. Grievances Report (David Girard)
  12. **Finance Presentation** (Monique Desrosiers)
    - How to complete a GSU Member **expense** claim form.
    - Regulation 4.9 Allowances & Stipend – Purpose and how to complete a GSU Allowance Claim in 2022.

**13. Business arising from the previous minutes**

- To create an SSC Local
- Update – Observers attending PSPC National Health & Safety Meetings (NHSC)
- Reclassification – Employer trying to merge groups with the PA.

**14. New Business**

**15. Round Table / Adjournment**