



## **GSU National Council Conference Call**

### **SKYPE Virtual Meeting**

### **Meeting Minutes**

**Dates: Tuesday, September 22<sup>nd</sup> and  
Wednesday, September 23<sup>rd</sup>, 2020**

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## 1. Call to Order

The virtual (SKYPE) conference call meeting of the GSU National Council was called to order at 1:05 pm (Eastern time) on Tuesday, September 22<sup>nd</sup>, 2020 with Brother Randy Howard in the Chair and the following participants were in attendance:

### Participants:

Randy Howard	National President
Martine Babcook	National Vice-President
Kelly Bush	National Vice-President, Equity
Bruce Roy	National Vice-President
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
Azra Jusuf	Regional Vice-President, Ontario Region, excluding the National Capital Region
Pascal Ladouceur	Regional Vice-President, National Capital Region
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
Larissa Williams	Regional Vice-President, Saskatchewan and Manitoba

**One (1) Vacant Regional Vice-President position:** Newfoundland and Labrador

### Staff:

Jason Manchester	Executive Coordinator to the National President
Monique Desrosiers	Finance and Administration Officer
Diane Rancourt	Communication and Administrative Assistant
Maria Thomas	Executive Assistant to the National President

## Announcements

- Brother Howard welcomed everyone. Due to COVID 19, face-to-face meetings are not possible and GSU must find other options to conduct business. This is the first official virtual (SKYPE) GSU conference call meeting.
- Brother Howard reminded National Council that PSAC has organized ratification votes for the PA, TC, and SV groups and to encourage members to participate in the webinars to allow them to cast their vote. For clarification, Sister Fillion advised National Council that the Public Service Officers (PSO's) have not reached a tentative agreement.

- Brother Howard advised National Council that simultaneous interpretation is provided for this meeting and reminded National Council to put their phone on mute if they are not addressing National Council.

## **2. Approval of Agenda**

**m/s Martine Babcook / Sue Soubra Boone**

The agenda was unanimously approved as distributed.

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

**(Appendix 'A')**

## **3. Hours of Session**

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

Tuesday, September 22<sup>nd</sup>, 2020                      1:00 p.m. to 4:00 p.m. (Eastern time)

Wednesday, September 23<sup>rd</sup>, 2020                      1:00 pm. To 4:00 p.m. (Eastern time)

**Motion carried.**

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

### **a) Special Conference call of July 25th, 2019**

**m/s Anthony Drozdowski / Linda Harding**

That the Special Conference minutes of July 25th, 2019 be approved.

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

### **b) Minutes of August 16, 2019 (Montreal, Quebec)**

**m/s Linda Harding / Jeanette Fillion**

That the minutes of August 16, 2019 be approved.

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

## **5. Officers' Report**

### **a) National President's Report**

Sister Martine Babcook, National Vice-President assumed the Chair.  
(1:38 p.m. to 2:09 p.m.)

**m/s Jeanette Fillion / Kelly Bush**

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

Brother Howard responded to questions regarding his report.

### **Remarks**

- It was requested by National Council that a breakdown of thirty-one grievances be provided and in which regions. Also, National Council wanted to know how many grievances are still in backlog. Brother Howard will follow-up with Brother Afifi and advise National Council accordingly.
- Sister Rousseau requested clarification on the return to work and on code 699. Brother Howard advised her that a report was sent by email to National Council and that he will re-send.

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

**(Appendix 'B')**

Brother Howard assumed the Chair at 2:09 p.m.

**b) National Vice-Presidents' and National Vice-Presidents' Equity Reports**

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

That the reports of the National Vice-Presidents Martine Babcook, Bruce Roy and Sister Kelly Bush, Equity be adopted.

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

**Remark**

Sister Bush combined the National Vice-President, Equity and the GSU Equity report into one report.

**c) Regional Vice-Presidents' Reports**

**m/s Pascal Ladouceur / Mélanie Hamel**

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

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

**Remarks**

- No reports were submitted from Sister Hamel, Sister Rousseau and Brother Ladouceur. Verbal reports are no longer accepted at these meetings.
- Brother Howard informed National Council that Brother Gary Byrne submitted his resignation in August and at the present time an election is being conducted to find a replacement. Brother Howard will advise National Council once the election process has been completed.

**6. Adoption of Reports**

**a) Equity Committee**

**Note:** This report was combined with the National Vice-President's Report, Equity.

**b) Report of the GSU Communications Committee**

Sister Martine Babcook National Vice-President tabled a report on behalf of the Committee. She introduced the members of the Communication Committee who are stated in the report. She thanked Brother Hanson, co-chair for writing the report and for all his work and dedication.

**m/s Pascal Ladouceur / Mélanie Hamel**

To adopt the GSU Communication Committee Report as presented.

**Recorded vote #7. Motion carried unanimously. (Appendix 'E')**

**c) Report of the GSU Education Committee**

The Education Committee report was deferred to September 23, 2020 as the draft booklets were not provided in the kits. The documents will be sent by email and it will be the first order of business on day 2.

## Remarks

Brother Howard commented on the following:

- First attempt at doing a virtual meeting. Overall, a successful meeting;
- Brother Manchester is replacing Sister Barrette while she is away on maternity leave;
- Brother Manchester is working with Sister Parent, Sister Jusuf and Brother Roy to set up virtual Annual General Meetings (AGM's) for those locals;
- Approximately, six (6) Locals had to cancel their AGM due to COVID 19;
- Indicated that it is important to try to find members to fill vacant positions in the Local executive prior to an AGM;
- Thanked National Council for representing and helping members with their issue;
- Thanked National Council for their hard work and dedication.

**m/s Sue Soubra Boone / Mélanie Hamel**

The meeting adjourned at 4:00 p.m. and reconvened at 1:00 p.m. on Wednesday September 23rd, 2020.

**Motion carried.**

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## Wednesday, September 23<sup>rd</sup>, 2020

### Call to Order

The virtual (SKYPE) conference call meeting of the GSU National Council was called to order at 1:00 pm (Eastern time) on Wednesday, September 23rd, 2020 with Brother Randy Howard in the Chair and the same attendees from September 22<sup>nd</sup>, were in attendance on September 23<sup>rd</sup>, 2020.

### Announcements

Brother Howard reiterated that yesterday's meeting was successful. He advised National Council that Sister Doucet will be leaving the meeting early today due to a previous commitment.

### c) Report of the GSU Education Committee (Con't)

Brother Bruce Roy National Vice-President tabled a report on behalf of the Committee. Brother Manchester provided the missing documents to National Council by email. Brother Roy advised National Council that the documents were previously provided to National Council for their review and comments. The plan is to have a link on the GSU website and that the documents be distributed at the GSU Convention. Sister Fillion wanted to know if the documents could be shared with the Local Presidents. Brother Roy stated that once the documents are finalized, they can be shared with the all Locals. Sister Rousseau wanted to know if PSAC will be accepting membership cards electronically once the pandemic is over. Brother Howard will follow-up with PSAC and advise National Council. It was also stated that if substantial changes are made to the documents that they must be re-submitted to National Council for their approval. If editorial, it is not necessary.

Both Sisters Doucet and Hamel commented that there were errors in both the English and the French versions of the documents and often the translation of documents is not accurate. Brother Howard will follow-up on this issue. Brother Roy requested if National Council had any comments on the documents to send him an email.

**m/s Bruce Roy / Anthony Drozdowski**

To adopt the GSU Education Committee Report as presented.

**Recorded vote #9. Motion carried. (Appendix 'F')**

**d) Report of the GSU Union Recognition Committee**

Brother Drozdowski, Regional Vice-President tabled a report on behalf of the Committee. Brother Drozdowski advised National Council that the deadline to apply for the GSU Bursaries has been extended until the end of September and this due to the lack of applications received. To date two applications were received.

**m/s Anthony Drozdowski / Heather Rawlins**

To adopt the GSU Union Recognition Committee Report as presented.

**Recorded vote #8. Motion carried unanimously. (Appendix 'G')**

**e) Report of the GSU Finance Review Committee**

Sister Martine Babcook National Vice-President tabled a report on behalf of the Committee. She introduced the members of the Finance Committee who are stated in the report. **(Appendix 'H')**

Sister Babcook read the report of the Finance Review Committee to National Council.

**m/s Martine Babcook / Nicole Rousseau**

**Motion: F1/2020**

**Subject: Approval of GSU (Unaudited) Financial Statements –  
December 31, 2019**

**Originator:** Finance Committee to National Council – September 22-23, 2020

The Committee recommends the adoption of the GSU (**Unaudited**) Financial Statements for year ended December 31, 2019 as presented; until the GSU (**Audited**) Financial Statements for year ended December 31, 2019 are presented in May 2021.

1. Statement of Operations
2. Statement of Financial Position

**Recorded vote #10. Motion carried unanimously.**

**Remark**

Due to COVID-19 the audited Financial Statements will be approved at the next National Council meeting in April or May 2021.

**m/s Martine Babcook / Nicole Rousseau**

**Motion: F2/2020**

**Subject: Actual and Projected Statement of Operations – 2018, 2019 and 2020**



**Originator: Finance Committee to National Council – September 22-23, 2020**

The Committee recommends the adoption of the GSU Statement of Operations for the years 2018 and 2019 and the GSU Projected Statement of Operations for the year 2020 as presented, for budget purposes and to determine the overall under and/or over expenditures to the Triennial Budget 2018 2019 and 2020.

1. GSU Statement of Operations 2018-2019 Actuals and 2020 Projected Costs for Budget Purposes.

**m/s Anthony Drozdowski / Jeanette Fillion**

The previous Question.

**Recorded vote #11. Motion Carried.**

**m/s Martine Babcook / Nicole Rousseau**

**Recorded vote #12. Motion Carried on F2.**

**Remarks**

Brother Ladouceur noted that there was an error in the French version. Sister Desrosiers stated that the error will be corrected.

Sister Parent wanted to thank Sister Bush for asking questions and thank the Finance Committee for their work. She suggested perhaps at a future National Council meeting and prior to Convention training be provided to better understand the budget.

**m/s Martine Babcook / Nicole Rousseau**

**Motion: F3/2020**

**Subject: Approval of GSU Triennial Budget for year 2021**

**Originator: Finance Committee to National Council – September 22-23, 2020**

The Committee recommends that the GSU Triennial Budget for year 2021 be forwarded to the GSU Triennial National Convention as presented, with a monthly dues decrease in 2021 from 0.626% to 0.615%, this would decrease Revenue by \$137,143 in 2021; until the GSU **Triennial Budget for years 2022 and 2023**, are presented to the National Council in May 2021.

1. GSU Triennial Budget for 2021
2. Explanatory Notes to the GSU Triennial Budget

**Recorded vote #13. Motion Carried on F2.**

**m/s Martine Babcook / Nicole Rousseau**

**Motion: F4/2020**

**Subject: Motion for the “Appointment of Auditors**

**Originator: Finance Committee to National Council – September 22-23, 2020**

The Committee recommends the adoption of engaging the services of Andrews & Co. Chartered Professional Accountants for the December 31, 2020 Financial audit.

**Recorded vote #14. Motion carried unanimously.**

**Remark:**

A copy of the report and budget was provided to National Council and it is not attached to these minutes.

Brother Howard thanked the Finance Committee members and Sister Desrosiers for their work on the budget.

**Remarks**

Due to lack of time items 6f) 6g) 6h) 7b), 8 and 9 have been postponed. A National Council meeting will be held sometime in October / November to deal with those items. An email will be sent to National Council advising them of the date.

**m/s Pascal Ladouceur / Reni Stein**

To deal with item 7a) Trusteeship of Local 70017 as the next order of business and to add an extra day of a National Council meeting in October or November to deal with unfinished business and this due to lack of time.

**Recorded vote #15. Motion carried unanimously.**

## **7. Other Business**

### **a) Trusteeship – Local 70017**

Sister Martine Babcook, National Vice-President assumed the Chair.  
(3:59 p.m. to 4:03 p.m.)

**m/s Anthony Drozdowski / Sue Soubra Boone**

That Local 70017 be placed into trusteeship and that a Trustee be assigned to that Local.

Sister Parent wanted to know if we could create one (1) Local for Shared Services Canada members. Brother Howard will contact PSAC National President Chris Aylward and will advise National Council once he receives an answer.

**After some discussion, Brother Drozdowski withdrew the motion.** No further action will be taken. Local 70017 will not be placed into trusteeship.

Brother Howard assumed the Chair at 4:03 p.m.

Brother Howard thanked National Council, staff, the interpretation and Electronic Language Communications Ltd. for a job well done. He indicated that the meeting was a success.

## **10. Adjournment**

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

The meeting ended at 4:05 p.m.

## Recorded votes

<b>Legend / Légende:</b> 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	Agenda	Special Conference call of July 25, 2019	Minutes - Aug 16, 2019	NP Report- R. Howard	NVP & Equity Reports	RVP Reports	Communications Report	Union Recognition Report	Education Report	F1 – Unaudited Financial Statements	F2 – The Previous Question	F2 – Actual & Projected Statement of Operations	F3 – Triennial Budget 2021	F4 – Appointment of Auditors	Trusteeship of Local 70017 and to add 1 extra day – unfinished business		
<b>Vote Number / Numéro de vote</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>		
<b>Babcock, Martine, NVP</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
<b>Bush, Kelly, NVP Equity</b>	1	4	3	1	1	1	1	1	1	1	2	2	1	1	1		
<b>Roy, Bruce, NVP</b>	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1		
<b>Boone, Sue</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
<b>Doucet, Shanny</b>	1	1	1	1	1	1	1	1	1	1	2	3	4	4	4		
<b>Drozdowski, Anthony</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
<b>Fillion, Jeanette</b>	1	3	1	1	1	1	1	1	1	1	1	1	1	1	1		
<b>Hamel, Mélanie</b>	1	4	3	1	1	1	1	1	1	1	2	1	1	1	1		
<b>Hanson, Kevin</b>	1	3	1	1	1	1	1	1	1	1	2	1	1	1	1		
<b>Harding, Linda</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
<b>Jusuf, Azra</b>	1	4	3	1	1	1	1	1	1	1	2	3	1	1	1		
<b>Ladouceur, Pascal</b>	1	1	1	1	1	1	1	1	4	1	2	1	1	1	1		
<b>Paquette, Paul</b>	4	4	3	1	1	1	1	1	1	1	1	1	1	1	1		
<b>Parent, Michèle</b>	4	3	1	1	1	1	1	1	1	1	2	3	1	1	1		
<b>Rawlins, Heather, Acting</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
<b>Rousseau, Nicole</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
<b>Stein, Reni</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
<b>Williams, Larissa</b>	4	1	1	1	1	1	1	1	1	1	4	1	1	1	1		
<b>Howard, Randy</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		

\* Leave: Robyn Thompson & 1 RVP NCR vacant position

## **Appendix 'A' - Agenda**

### **GSU National Council Meeting Conference Call – Skype Tuesday, September 22nd and Wednesday, September 23rd, 2020 1:00 pm to 4:00 pm Agenda**

1. Call to Order
2. Approval of Agenda
3. Hours of Session
4. **Approval of Previous Minutes**
  - a) Special Conference call of July 25, 2019
  - b) Minutes of August 16, 2019 (Montréal, QC)
5. **Officers' Reports**
  - a) National President's Report
  - b) National Vice-Presidents' and National Vice-President, Equity Reports
  - c) Regional Vice-Presidents' Reports
6. **GSU Committee Reports**

**Adoption of Reports**

  - a) Equity Committee (Combined with NVP, Equity Report)
  - b) Communications Committee
  - c) Education Committee
  - d) Union Recognition Committee
  - e) Finance Review Committee
    1. Presentation of GSU Unaudited Financials at December 31, 2019;
    2. Motion to approve GSU Unaudited Financials at December 31, 2019;
    3. Motion to appoint auditors for GSU Financials at December 31, 2020;
    4. Presentation of the GSU 2021 Budget (1-year only), showing adjustments due to the Covid-19 pandemic;
    5. Various motions applicable to the GSU 2021 Budget (1-year only);
    6. Motion to approve the GSU 2021 Budget (1-year only).
6. **GSU Committee Reports** (Deferred until October / November meeting)
  - f) By-laws, Regulations and Policies Committee
  - g) Local Development Committee
  - h) Young Workers' Committee

## **7. Other Business**

- a) Trusteeship – Local 70017

**(Deferred until October / November meeting)**

- b) Location of National Council Meeting in 2021

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

### **Actions to be taken:**

- a) Standing Discipline Committee
- b) TOR – Standard Framework across the country
- c) Update – Mental Health (Support from GSU)

## **9. Round Table**

## **10. Adjournment**

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

There is no denying that our personal and work lives have been drastically changed since the outbreak of Covid-19 in mid-March 2020. One day we were going to work, then in the days following the outbreak of the pandemic, we were being asked to work from home, schools and daycares were being closed, and most of us had to make drastic changes to both our personal and professional lives and to how we work.

I need to take this time to thank GSU staff for the work they continue to do well, working from home and ensuring the ongoing operations of GSU. I also need to thank our elected officers for the work you continue to do in representing our members.

We at the GSU have had to make many difficult decisions as well. We had the cancellation of our National Convention in September 2020 and our National Council meeting scheduled for April 2020. Locals had to postpone and eventually cancel scheduled AGMs and find new ways to meet and new ways to represent members. We are working on finding alternatives to face-to-face AGMs and meetings for our Locals. This is proving to be a daunting task as we come to find out there are many logistical issues to work through.

Through all this, our members who were deemed essential, performing critical services, were being asked to report to work. Our members have been coping with huge challenges, including the risk of infection, long working hours, changes in schedules, work reassignment and learning new procedures on the fly. All this on top of having to find a way to get to and from work safely. Following the pandemic, we worked with the Employers to ensure our members' health and safety was first and foremost. We were successful in ensuring members performing critical services were provided non-medical masks and in ensuring that the Employers provided training on the use and disposal of personal protective equipment. We were also successful in ensuring the Employers adhered to the medical advice being provided by the Federal and Provincial Health Authorities.

### **Consultation**

The GSU has been in ad-hoc consultation meetings with PSPC, SSC and the RCM from the very beginning of the Covid-19 outbreak. In these meetings, the GSU has been advocating for the health and safety of our members. Members at the RCM have been working modified schedules and have been given procedures to follow the Federal and Provincial Health Authorities' protocols. Our three Local Executives must be commended for the work they have done in consultation with the RCM.

As for PSPC and SSC, our ad-hoc committees with the other bargaining agents have also advocated for the health and safety of members deemed critical and have advocated on matters related to an eventual return to the workplace. GSU representatives were successful in having the Employers provide equipment to members at home in order to continue performing their work. Also, members did not lose income, as TBS directed the departments to utilize leave code 699 when members were not able to perform all their duties while working from home. Now that restrictions are easing, we

continue to consult with the employers in bringing members back to the office. We want our members to be given enough notice when being asked to return to the office, and we want to ensure the members are given proper support and training while in the workplace and ensure that signage, hand sanitizer, nonmedical mask and all other precautions are taken. We have also wanted to ensure health and safety members are included in the consultation as workplaces re-open. If you hear of issues that are not being dealt with at the Local or Regional level, please contact the National Office.

Through all this turmoil, I am very happy to report that our bargaining teams were successful in obtaining tentative agreements for our members in the Pay and Administration (PA), Technical Services (TC) and Operational Services (SV) groups. The bargaining team was also successful in negotiating damages for the Phoenix debacle. As you are aware, PSAC/GSU was the only bargaining agent that did not accept the five days of compensation leave Treasury Board had offered. We felt this was an insult and consequently we have a much better agreement for the damages.

## **GSU 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 section.

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

The fiscal year ending December 31, 2019 was another very good financial year in many aspects, as you will see when the GSU National Financial Review Committee presents their report to National Council. We were able to remain fiscally responsible and operate within the 2019 budget and even surpass it with another surplus. The story remains the same as last year, the 2019 surplus is higher than budgeted due to an increase in members, and as a result, an increase in membership dues. We account for the increase in membership, mostly from the Phoenix debacle, which continues to be resolved due to the hard work and diligence of the PSAC membership team. For example, the average number of dues paying members in **2017** was **7,531** members, the average number of dues paying members in **2018** was **8,107** members, and the average number of dues paying members in 2019 is 8,966 members. This is an increase of **1,435** dues paying members in two years, which could not have been forecasted in our budget as we could not anticipate the numbers or the time that this ongoing Phoenix issue would take.

In 2020-21, the operations of the Finance team changed dramatically due to the Covid-19 pandemic. Sister Desrosiers and Brother Lafleur are working from home and

completely dependent on electronic files and technology. Many milestones were met and although operations took a bit of time to get back in gear from home, Sister Desrosiers and Brother Lafleur are back on track and ready for the challenges ahead.

The GSU National Financial Review Committee will present to National Council, the Unaudited Financial Statements for the fiscal year ending December 31, 2019. However, the 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, has been postponed due to the Covid-19 pandemic. Monique advises that an effort will be put forth in the fall to perform an electronic audit; this should be completed by the end of 2020, and the audit report will be presented at the National Council scheduled to take place in April or May 2021.

Due to the Covid-19 pandemic, the GSU National Financial Review Committee will also present the 2021 Budget, one year only, to National Council. The 2022 and 2023 Budget will be presented at the National Council meeting scheduled to take place in April or May 2021.

## **Representation**

There is no doubt that 2020 is proving to be a challenging year for representation. COVID 19 has put all of us in this unprecedented situation under very difficult circumstances. However, the important work of the Representation team continues despite having limited access to the office.

The work related to representing members often requires face to face meetings and in-person presentations. We all know that the pandemic has severely restricted communications involving physical presence over the last 6 months. As such, the GSU Representation team, like everyone else, has had to adapt under these limitations. Other alternatives such as phone and video conferences as well as written submissions had to be used - whenever possible - to ensure that our members' needs are met, and progress can be made on their grievance files.

According to UnionWare (UW), during the period from January 2, 2020 to July 31, 2020 (i.e. the first 7 months of this year) the GSU head office received a total of 31 new grievances. During that same period UW indicates that there were 19 files referred to the PSAC Representation Section in order to request assessment for referrals to adjudication (TB Units) or arbitrations (RCM). The same period also saw the Representation team successfully close 29 files. A file is closed when we win the grievance at the Final level, 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.

As outlined above, we are able to track recent numbers and to report them with a high degree of accuracy; however, it should also be noted that when it comes to total overall numbers (and to older data on UW in general), they are considered a "work in progress" because of inaccuracies related to some (luckily not all) older files, particularly those transferred to UW through Memberlink. I am happy to report that Brother Manchester is kindly assisting by contacting the Locals to do some follow-up on status updates for these older files.



In addition to helping with daily queries, the Representation team also handles Disability Case Management and Phoenix issues. Our team has worked on 20 Disability Case Management (DCMs) and 27 Phoenix issues where we have assisted or escalated.

Finally, this pandemic will not be over in the near future and we want to ensure that all members are aware that we will continue to advocate for their health and safety. If you hear of or are aware of issues which are not being addressed at the local or regional levels, please inform the National Office.

Respectfully submitted.

A handwritten signature in black ink, appearing to read "Randy Howard". The signature is fluid and cursive, with the first name "Randy" and last name "Howard" clearly distinguishable.

Randy Howard  
National President

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

As I look back on previous reports one thing that still stands out is the Phoenix pay system with no end in sight which is a continued hardship to our members.

October 10, 2019, GSU Local 50002 held their AGM after the Local was in trusteeship, a large portion of the Executive comes from the Satellite Pay Office all term employees. We hear about the constant struggles of achieving their quotas with unrealistic employer demands when working on complex files, I'm sure Miramichi has similar issues.

We are now in a Strike Alert position with Treasury Board starting Strike Votes on March 16, 2020. This will put on added stress on our members if PSAC calls a strike, we will all be affected by Phoenix.

Mental Health is a top priority with the Department and having an Ombudsman is one of the best things this department has done regarding Mental Health for our members. I encourage everyone to reach out to Andre Latreille or one of his team members if you have issues, I always make a point to be in the Edmonton office when Andre is visiting.

During this last year there have been many opportunities to meet with new members through AGMs and particularly with the Winnipeg Satellite pay office and the PSO's in Winnipeg. I've attending the National Board of Directors meetings with Randy as a technical advisor, these meetings are 3 days long with lots of information from PSAC on current issues. At one of the NBOD I had the opportunity to do the Aboriginal Blanket Exercise which was very moving and an eye opener.

I have mentorship responsibilities in the Region for Pacific, Western and the Royal Canadian Mint although some are seasoned RVP, I've always been available to everyone.

The Communications Committee is doing well with Brother Kevin Hanson being my Co-Chair we have a new website and a report from the Communications Committee will be presented to you at Council in Victoria. I also Chair the Finance Committee and I'm pleased that the Committee will be presenting you with a no dues increase budget for 2021-2022-2023 in Victoria.

This year I will be attending the PSAC Women's Conference in Ottawa, PSAC Prairie Regional Convention in Regina from June 12-14 as a delegate, the PSAC Northern Convention in Whitehorse from June 5-7 as an observer and all NVP's will be attending the PSAC BC Convention in Vancouver from May 1-3 and we will also be attending the CLC Convention in Vancouver from May 3-8, 2020.

I'm also looking forward to our component convention in September in Ottawa and will be reoffering for the position of NVP for another 3 years. I've enjoyed serving the membership and I hope to get your support.

In closing I would like to thank everyone at GSU for your continued support as well as National Council and finally for my husband Darcy's support in continuing to do my Union work.

In Solidarity,

Martine

## **Meetings attended**

June 11, 2019 National Health & Safety Policy Consultation

June 18, 2019 Real Property GC Workplace Consultation Session

July 3, 2019 National Labour Mgmt Consultation

September 18, 2019 National Health & Safety Policy Consultation

October 19, 2019 Winnipeg Local 50002 AGM

October 28, 2019 Training Plan Meeting for Local 50002

November 20, 2019 Edmonton Local 30001 AGM

December 4, 2019 National Labour Mgmt consultation

December 11, 2019 PB-DMPB Labour Mgmt Consultation

December 17, 2019 National Health & Safety Policy Consultation

December 18, 2019 Co-workplace Interdepartmental working group

December 19, 2019 Real Property Labour Mgmt Consultation Committee

January 22, 2020 JLP Session on Duty to Accommodate with Union and Mgmt in Edmonton

February 24, 2020 Mental Health Working Group in NCR

February 25-26, 2020 NVP Face to Face with the National President

February 28, 2020 Digital Services Branch consultation

March 3-5, 2020 Finance Committee Meeting

## **Appendix 'C' - Report of the National Vice-President, Bruce Roy**

Comrades, Sisters and Brothers:

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

As highlighted in my 2019 report, one of my first orders of business was and still is supporting our sisters, brothers and friends on the PSAC "The Heat is on Campaign".

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

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

In partnership with the Public Service Alliance of Canada, economist Robin Shaban has released a report on the government's planned privatization of a major heating-cooling plant in the National Capital Region (NCR).

Robin Shaban is an economist based in Ottawa and is the principal of Robin Shaban Consulting. Her work touches on a variety of subject areas, including privatization, corporate regulation, taxation, and worker precarity. She is currently completing her Ph.D. in Public Policy at Carleton University.

The report highlights the health and safety risk to over 50,000 workers who are physically connected to the plants daily, as well as those who are responsible for their operation. For your convenience, I've attached the link below  
<http://psacunion.ca/safety-risks-looming-privatization-heating-cooling>.

Unfortunately, the employer was not open to reasoning, as a result the last day on the job for our heating and cooling plant Stationary Engineers is March 31<sup>st</sup>, 2020. We at GSU have been working tirelessly to ensure the Rights of our members are respected. I am co-chairing the Work Force Adjustment (WFA) Committee on behalf of the GSU. GSU is very well represented, RVP brother Kevin Hanson and with the support of sister Stephanie Ehler, have made progresses in ensuring the employer respects our members' rights in this extremely difficult time. One of our wins, was the rollover of long-term acting appointments to substantive.

### **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 should be leaders and the main point of consideration. I have been assigned the Shared Services Canada portfolio. I have only had the pleasure of attending one National Consultation at the time of writing this report. I have the sense that I can contribute in a positive way. I hope to make important strides, in unifying our

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

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

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

It is extremely important to engage our local leaders. The PSAC seven Regions and fifteen Components will be holding their tri annual conventions in 2020. 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.

I am sitting on the following Committees on behalf of GSU:

#### **Shared Services Canada (SSC)**

- National Union Consultation Committee
- Human Resources National Consultation Committee
- Workplace Working Group
- Mental Health Committee
- Branch Labour-Management Consultation Committee (BLMCC)

#### **Public Services and Procurement Canada (PSPC)**

- National Labour-Management Consultation Committee GSU(PSAC) – PIPSC - CAPE
- National Health and Safety Policy Committee (NHSPC)
- Workplace Renewal Initiative consultations

Also, since Local 70017 in the NCR is currently short on executive members, as well as shop stewards, I have been the point of contact for SSC employees in the NCR. I have been assisting and supporting over 1500 members from this local at discipline meetings, return to work, duty to accommodate etc. One of my highlights was when the opportunity presented itself to argue a staffing complaint in front of an adjudicator of the Federal Public Sector Labour Relations and Employment Board on behalf of one of our members of this local.

#### **Additional Activities**

##### ***Completed***

- Canada School of Public Services – Conflict Resolution Seminar
- Canada School of Public Services – Equity Seminar
- Mental Health First Aid Canada - Mental Health Commission of Canada

- January 30, 2020
  - AGM Local 70013
- February 12,
  - AGM Local 10060 Matane
- February 28,
  - Day of Action Phoenix rally
- TBD
  - AGM Local 10011 Quebec

### **Upcoming**

- April 7.
  - AGM10161 Montreal
- April 17,
  - PSAC NCR Convention
- April 21
  - GSU National Council
- May 2
  - PSAC BC Region Convention
- May 4
  - Canada Labour Congress Convention
- May 11
  - Federal Public Sector Labour Relations and Employment Board
- June 12
  - 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 Bush and sister Babcook are so supportive and a wealth of knowledge in helping me cope and excel at our role in representing our members on the National stage. Lastly, I am extremely appreciative of Brother Howard's 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 – GSU

## **Appendix 'C' - Report of National Vice-President – Equity, Kelly Bush**

### **Period from September 2019 – Current**

Many will be aware that I have just returned from a successful battle with cancer and as such I have been away from the organization for a considerable amount of time. Sisters Lori Walton and Linda Harding were most compassionate and professional in taking over duties for me. I was able to plan and attend all 3 National Human Rights Committee meetings as well as plan and host the GSU Equity Committee meetings.

I am honored to have been able to represent our members with the employer at the National Consultation table as well as raise the profile of our GSU Equity Committee within the 3 employers, Public Services Procurement Canada (PSPC), Shared Services Canada (SSC) and The Royal Canadian Mint (RCM).

The files that fall under the equity portfolio are vast and varied from departments to the Mint. I have reviewed the Employment Equity Act and the following duties have become my priorities for the time that I have remaining in this position:

- PSPC Employment Equity and Diversity Action Plan (EEDAP)
  - Reviewing the previous plans
  - Push for union consultation and collaboration as required under the Employment Equity (EE) Act (The plan has been released but falls short on consultation and measurable actions that push the bar forward)
  - Pushing for JLP training on EE with SSC and PSPC (currently the request has been submitted for SSC not PSPC)
  - Determining key players for the diversity networks (some include: Federal Black Caucus - Liza Daniels, Pride – Gordon Bulmer, Indigenous Reconciliation group – Jolene Head, Disability Network – our own Bruce Roy)
- SSC Employment Equity and Diversity Action Plan (EEDAP)
  - Reviewing the previous plans
  - Pushing for union consultation and collaboration as required under the Employment Equity (EE) Act
  - Pushing for JLP training on EE with SSC and PSPC (currently the request has been submitted for SSC)
  - Determining the key players for the diversity networks (Raj Thuppal and Tom Stocco Indigenous people's co-champions, Sagar Kulkarni and Stéphane Blanchard Visible Minorities Champion, Michael Higuchi Persons with Disabilities Champion, Nicolino Frate, LGBTQ2+ champion, Sarah Paquet, Women's Champion)
- RCM is well in hand under the watchful eye of Brother Mohammed Abo El Ella. Their equity program seems to be running well with good relationships between the employer and the Equity officer. I have been invited to some of their Equity meetings but to date have had too many conflicts. I look forward to developing this relationship further.
- Preparing the Equity Committee Members to be able to push the Employment Equity and Diversity Action Plan (EEDAP) at the local and regional levels. This is my main

priority with the committee as we must be strategic in how we communicate on this subject.

- Trying to engage with membership to create a one stop shop with respect to all things equity related for GSU. Mental Health, Accessibility, Indigenous reconciliation, harassment and discrimination to name a few. The goal is to have the committee be able to assist our membership and National Council in all equity matters. Once the information is gathered, it will be placed on the GSU website under the Equity Committee page or in another place for future reference. Preliminary work has begun on what this will look like.
- Mental Health working groups are popping up everywhere and fall under the equity umbrella and as such I am now sitting on the National Working Groups for both SSC and PSPC.
- I sit on the Atlantic Diversity Leadership Network for PSPC. This is an Atlantic committee, but it looks at the various networks and keeps me involved in local issues relating to equity within the department and community.
- I sit on the Joint Committee on Employment Equity and Diversity (JCEED) with PSPC. This committee is where all equity issues/concerns fall. The committee only meets 2 or 3 times a year and we can't get through the agendas. I will work with the new lead, Valentina from the Ombudsman's office to try to push the equity agenda in the department. There are many people involved and it's not currently very functional in my opinion.
- Continuing to submit articles for our website and newsletters.

**National Consultation:** The National President and the 3 NVP's sit at the National Union Management Consultation Committee (NUMCC) and the National Health and Safety Policy Committee (NHSPC). It is here where the larger departmental issues are discussed. The format has changed over the years and now it consists of brief presentations followed by questions. This does not always leave time for a fulsome discussion, but it allows us to raise the issues that you tell us about. We have discussed automation, WFA, new systems: next gen travel and pay views and policies associated with them. What I have learned from these meetings is that the devil is in the details, you must read the presentations a few times and consider potential impacts and then talk to members who are directly affected to determine if the employer is being forthright. We must ask the questions and review the minutes and push back when they don't reflect the comments we have made on your behalf. This allows us to push the bar forward for all members.

I also sit at the Real Property Branch (RPB) consultation table where we continue to raise issues relating to equity and the membership at large. If you are part of RPB and are having concerns or potential issues, bring them to us and we will raise them if they are a National issue or if after going through the LUMCC and RUMCC you get no results. Some topics covered are the GC coworking, RP1-4 contracts, energy services contracts as well as the shift to Portfolio management which is a huge undertaking by the department and one we need to hear from you as to how it is affecting your work and the work of the membership.

Where I think we can make strides that will help our members is in providing a communique to National Council to disseminate amongst your locals to engage them and have them know that we are representing your issues and demanding answers. The exchange of information



will be useful in creating the engagement, allowing the members to see their concerns are our concerns. This could be direction that National Council provides, if this is important to each of you then we will ensure it happens. Conversely, we could have this information posted on the website for members to peruse on their own schedules.

I have also attended the National Board of Directors and invite you to request the minutes from the National office in order to appreciate the breadth and depth of the work that occurs within the PSAC and the commonalities with the components and other labour organizations. The way they run their meetings is interesting as well, the first day is a discussion day and the other days consist of business, making decisions, passing motions for the PSAC and reviewing financial matters and education changes. The report of the Gender Equity Task force was released at this meeting. It has been disseminated to the Equity Committee, and likely through the regions, but if you are interested and haven't seen it please reach out to me and I will provide a copy. This report focused on the issues that women face within the union and there were 13 recommendations passed by the board.

I also have recently conducted a review of the By-Laws as I believe it is our responsibility to ensure these are reviewed and updated cyclically if not annually for the best interests of our members. I am submitting several resolutions for National Council to consider and look forward to debate on them.

Additionally, we will be attending the Canada Labour Congress Convention where we will hear what is going on in the broader labour movement. Look for my final report for a summary on this convention.

This report was finalized on February 28<sup>th</sup>, 2020 the 4<sup>th</sup> anniversary of Phoenix. I was pleased to see some GSU members at the Ottawa press conference outside the Prime Minister's office in the frigid weather before heading home.

I will close as I began, I am so honored by the trust our delegation has vested in myself and National Council to represent them in the details of the component. I take this role very seriously and hope that everyone understands that my questions and resolutions come from the perspective of wanting to create the best component for our membership.

Respectfully submitted,

Kelly Bush  
National Vice President - Equity

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

Greetings to all my Fellow Union Brothers and Sisters,

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

As GSU RVP for Ontario, it is a bit challenging writing these reports since it always seems that we are busy doing Union work. There are the recurring common issues such as out-dated work descriptions, pay centralization issues, creating and maintaining healthy workplaces. The past year has also seen an increase in Public Service Commission cases and staffing issues; with Phoenix and pay issues, as well as concerns about the possibility of a strike.

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. There are several reasons for the workload being so high (including the loss of my Co-RVP David Cunning) 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, discipline, and accommodation issues.

Local 00027 will have their AGM March 17, 2020, and new Local Executive Representatives will be elected. The previous Local President was elected to be the Co-RVP to replace David Cunning. The London Local 00031 Executive remains the same. I have not had an opportunity to visit them yet. I am planning to visit the work sites within Greater Toronto Area (GTA) hopefully very soon.

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. 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 Representative for Members with Disabilities. As well, I am part of the National Human Rights Working Group for Members with Disabilities. I continue to attend PSAC Training when available and utilize the PSAC Online Training modules to continue my own union education.

Lastly, I would like to thank our former RVP, David Cunning, who continues to provide support and advice regarding the outstanding grievances that he was dealing with. 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. Last but not least, I would like to congratulate Sister Azra Jusuf for her new role as Co-RVP for Ontario Region.

**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, and Training specific to National Council
- Regional Health and Safety Workshop
- PSAC National Health & Safety Conference
- Strike Training
- Participated in the PSAC Regional Convention Committee.

Thank You.

In Solidarity,

Sue Soubra Boone

**Appendix 'D' - Report of the Regional Vice-President, Gary Byrne  
Newfoundland and Labrador**

Here is my report

I have attended all the Atlantic ROSH & RLMCC meetings in Halifax.

**I find these meetings to be a very collaborative approach on both the union and management**

I have attended the Presidents Conference and National Council Meeting in August of last year.

**I find these meetings very informative. It gives me a snapshot of all the issues and success that exists across the regions.**

GSU 90011 held its local AGM in February and have elected a new executive.

**This was important in that we only had a three-member executive with two of them resigning in January.**

Respectfully submitted,

Gary Byrne

RVP GSU (Local 90011)

## **Appendix 'D' - Report of the Regional Vice-President, Shanny Doucet New-Brunswick and Prince Edward Island**

Report for the Period of June 2019 to March 2020.

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

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

The Pay Centre portion of this local is continuing to grow. There seems to be a new group starting every other month. We continue to build relationship with management there, which is proving to be quite challenging. Labour Relations is involved in every decision making and with grievance process to the point of using intimidation towards our members

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. Today the membership list shows 79 members and 24 rand for a total of 103. This is having an impact on delegate entitlement for both PSAC Regional Convention and GSU National Convention.

Local AGM was held on March 10<sup>th</sup> with close to 80 members in attendance. This was non election year. The members elected their delegates and alternates for both PSAC Atlantic Convention and GSU Convention.

### **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. 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 AGM was held on March 5<sup>th</sup>. I was out of the country at the time but GSU National President was in attendance and informed me that all went well. Over 40 members in attendance.

#### **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. In 2019, the Pension Centre gave indeterminate status to all the terms who had started prior to December 2018. Over 100 indeterminate status were offered giving even more stability to the pension centre. Since 2017, there was no layoffs therefore our lists should have grown considerably instead of reducing. The local and myself have started a excel spreadsheet to map the members in Shediac and we have over 950 members as per that list. The local had a general meeting on November 27<sup>th</sup> to elect delegates to the PSAC Atlantic Convention and to the GSU National Convention. They also voted a motion to change the fiscal year from January to December to align with GSU Financial year end. They will have their AGM on April 1<sup>st</sup>.

Consultation and Information sharing between Union and Management has been the key to keep the amount of grievances at a very low level. However, in the last few months, we have seen a rise of concerns with Labour Relations' involvements on different topics. The issues are brought up to our attentions when colleagues from Miramichi and/or Moncton of Pay Administration Branch compare their work and internal procedures. Reminder that they are both classified at the same level (CR-05 and AS-02) and the members at the Pension Centre in Shediac, had to put some of their processes on the back burner in order to assist members in Miramichi. That is causing a "us vs them" culture with Miramichi members getting recognized for the work they do with the implementation of the MOU and retention allowance.

The members at the Pension Centre continue to pay pensions even though they have some issues with Pay and must do some risk management. They still have 55 pension experts doing data clean up full time in order to pay pensions. I have learned recently that they will be expanding this team further in the near future. There is still well over 100 different work arounds that our pension experts and pension assistants have to do on a daily basis in order to pay everybody accurately and on time.

#### **Local 60011 Miramichi (Pay Centre):**

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

I continue to try to sort through the large number of grievances that are at different levels. Some date as far back at April 2014. Local executives, Stewards, Labour

Relations Officers, Management and RVPs have changed. I would like to remind everybody the importance of keeping all documentations, Grievance Forms and Transmittal forms as currently there are some grievances at third level that I don't even know how they got to third level as I cannot find any Grievance or Transmittal forms. I would also like to mention that not everything is subject to grievance.

The National Committee I sit on is the Local Development Committee, I am the Chair of the Committee and I have submitted a separate report for that committee. I am also a member of the GSU Equity Committee.

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

Consultation with the employer at the National level were held as scheduled for RGPB. 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. The focus of the consultations continues to be Phoenix and now we have added Telework discussions.

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.

I am very proud and honored to have been selected by PSAC to be a participant in Cohort 5 of the CLC Labour College. I started my online training on December 19<sup>th</sup> and finished my first term with the in-class portion the week of February 3<sup>rd</sup> to 7<sup>th</sup> at Harrison Hot Springs BC. The Courses completed so far are: Foundations of Political Economy, Theory and Practice of Unions, Strategic Thinking and Project Visioning, Truth and Reconcili-Action. The next online classes will start in May to be completed in-class the week of July 12<sup>th</sup> to 17<sup>th</sup> in Cornwall ON. I will complete the full program in February 2021

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

## June 2019

- 1-2 PSAC Atlantic Council meeting, Charlottetown PE
- 7-9 PSAC Regional Health and Safety Conference, Moncton NB (as Observer)
- 12 NPSW – Ice cream distribution for members of local 60018, Shediac NB
- 12 PSAC Greater Moncton Human Rights Committee meeting, Moncton NB
- 15 Walked in the Pride Parade, Amherst NS
- 18-20 Met with Dominique Barrette to discuss the Local Development Committee
  - Observed NBoD meetings (19 pm and 20am)
- 21 NBFL Youth Camp meeting
- 24 LMCC Local 90031 Charlottetown
- 25 UMCC Local 60018 Shediac
- 25-26 ROSH and RLMCC, Halifax NS

## July 2019

- 11 LMCC Local 60011 Miramichi
- 25 GSU National Council Conference Call

## August 2019

- 5-9 NBFL Blair Doucet Youth Summer Camp, Moncton NB
- 12-17 GSU Local President's Conference and National Council, Montreal QC
- 28 LMCC Local 60011 Miramichi
- 31 Walked in the Pride Parade, Moncton NB

## September 2019

- 1 Labour Day picnic and family activities, Moncton NB
- 4 NBFL Youth Camp debrief conference call
- 11-12 NBFL Executive Council meetings, Saint John NB
- 17 PSAC Greater Moncton Regional Woman's Committee meeting, Moncton NB
- 23 UMCC Local 60018, Shediac NB
- 26 LMCC Local 60011, Miramichi NB
- 26 GSU National Council Conference Call

## October 2019

- 1 RGPB/GSU Consultation, Ottawa ON
- 4-6 PSAC Atlantic Women's Conference, CFB Gagetown, NB
- 17-20 PSAC Atlantic Regional Council, St John's NL
- 23-24 GSU Equity Committee meetings, Ottawa ON
- 30 GSU National Council Conference Call
- 30 PSAC Atlantic Women's Committee Conference Call
- 31 UMCC Local 60018, Shediac NB

## November 2019

- 4 PSAC Greater Moncton Regional Women's Committee AGM, Moncton NB



- 5 PSAC Greater Moncton Area Council AGM, Moncton NB
- 6 PSAC Greater Moncton Human Rights Committee AGM, Moncton NB
- 20 PSAC Gender Equity Task Force telephone townhall
- 21 LMCC Local 60011, Miramichi NB
- 21 PSAC meeting with local presidents and RVPs of the Greater Moncton Area, Dieppe NB
- 27 GSU National Council Conference Call
- 27 Local 60018 General Meeting, Shediac NB
- 28-30 PSAC National Health, Safety and Environment Conference, Montreal QC

#### December 2019

- 1 PSAC National Health, Safety and Environment Conference, Montreal QC
- 6 Candlelight Vigil and Ceremony for the Day of Remembrance and Action on Violence Against Women, Riverview NB
- 7 PSAC Social event and auction organized by PSAC Committees of the Greater Moncton Area, with invited guests PSAC Chris Aylward and Magali Picard, Moncton NB
- 10 ROOSH and RLMCC, Halifax NS
- 12 Meeting with Local 60011 Executive with Chris Aylward, Magali Picard and Randy Howard, Miramichi NB
- 13 Meeting with Local President for 90031, Cynthia Livingston and Randy Howard, Charlottetown PE
- 18 Participated at the Festive gathering with local 60018, Shediac NB
- 19 CLC Labour College Webinar

#### January 2020

- 6 CLC Labour College Webinar
- 7 Participated in CIU/PSAC Rally in Saint John NB
- 8 GSU National Council Conference Call
- 13 CLC Labour College Webinar
- 13 PSAC Atlantic Council Conference Call
- 23 LMCC Local 60011, Miramichi NB
- 28 Local 60011 AGM, Miramichi NB
- 30 UMCC Local 60018, Shediac NB
- 30 ER consultation on how to manage employees in a virtual environment

#### February 2020

- 2-8 CLC Labour College in-class, Harrison BC
- 11 PSAC Atlantic Council Conference Call
- 18 PSAC Atlantic Education Committee Conference Call
- 20 LMCC Local 60011, Miramichi NB
- 20 PSAC Atlantic Council Conference Call
- 21 NBFL Public Sector Unions meeting, Fredericton NB
- 25 PSAC Atlantic Council Women's Committee Conference Call
- 28 Rally in Miramichi for the 4<sup>th</sup> year of Phoenix

March 2020

- 10 Local 60009 AGM, Moncton NB
- 11 GSU National Council Conference Call
- 12 Rally in support of CUPE members in lock out, Belledune NB
- 12 LMCC Local 90031, Charlottetown PE
- 17-18 NBFL Executive Council meeting, Moncton NB

**Positions:**

- GSU RVP NB&PE
- GSU Chair of the Union Recognition Program
- 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 'D' - Report of the Regional Vice-President, Anthony Drozdowski Nova Scotia**

Sisters and Brothers:

In my last RVP report, I advised on the grievance filed to rectify leave balances pursuant to the Vacation Leave Entitlements and Severance Pay policy corrections. That challenging grievance is now resolved, and the respective precedence is set. In my last report, I also advised of the successfully negotiated AED project. I am happy to report that the defibrillator machines for the Atlantic Region are now purchased and that their dissemination to regional facilities for installation is underway. I am equally happy to report the successful resolution of all workplace safety situations brought to our attention and an ongoing increase in the number of certified first aiders.

Since the last Local Presidents Conference, I have observed and actively redressed/tailed for consultation an increasing number of harassment situations. Most common occurrence is during performance management discussions when supervisors try to hide their malicious conduct in one-on-one conversations. We have also seen misuse of "fitness to work assessments" with malicious intent by the supervisors. Sadly, the abuses in staffing processes are daily occurrence in the Atlantic Region.

The Nova Scotia has been actively involved with the regional PSAC office in support of our bargaining team and mobilization of our members. I have worked closely with the Atlantic PSAC to resolve challenges of current membership lists, contact information, or the virtual picket line. I attended Regional Labour Management meetings and Regional Health and Safety meetings and successfully established a new consultation relationship with a recently appointing RDG Atlantic and the new LR team. I have maintained the ongoing consultation with the Mental Health Ombudsman to promote awareness and resolution of mental health issues in the Atlantic Region. On the Regional Labour Management Consultation front, I have worked with my regional counterparts Gary and Shanny to table and resolve issues brought forth by our locals. Through our honesty, transparency, and assertiveness, we continue to build the professional relationship with the regional management team in the Atlantic.

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

Respectfully submitted,

Anthony Drozdowski  
RVP, Nova Scotia

## **Appendix 'D' - Report of the Regional Vice-President, Jeanette Fillion Royal Canadian Mint**

### **Year end 2019 report for RVP Royal Canadian Mint**

This past year has been a very positive one, we have seen a lot of movement on our grievances and although we have a lot more to go, we have seen some great strides. As a group we do feel we have some pretty large battles to conquer but we as a whole we are confident in our GSU/PSAC representation. We saw a good contract come to fruition in 2019 for our production worker in both locations, Winnipeg and Ottawa, with a new CBA being negotiated for our PSO's (50058) we look forward to celebrating with 50058 when they come to a ratification agreement for their Contract in this coming year.

I thank you all at the GSU for your continued support and guidance. UP THE UNION 2020!

Jeanette Fillion

Regional Vice-President of Locals

50057, 50058, and 70024

## **Appendix 'D' - Report of the Regional Vice-President, Kevin Hanson**

### **National Capital Region (NCR)**

Public Service Alliance of Canada (PSAC) Government Services Union (GSU)  
September 2019 – Present

The union doesn't belong to leaders, the union belongs to its members. This is the motto that I have tried my very hardest to abide by in my first full year as Regional Vice-President (RVP) of the National Capital Region (NCR). I continue to support the elected officials and represent members within local 70055, local 70023 and this year, I had the luxury of inheriting a local that is hanging on by a thread and taking on the role to support the number of members of local 70017. Below you will find my assessment of how things went in my role as RVP representing the locals under my jurisdiction this past year in review.

I will start by outlining my role representing members and the elected officials within local 70023. I have been very fortunate to have worked extremely hard with Paul Paquette, who is the local 70023 president, as well as Joey Palomaki, who is the local 70023 Vice-President. Both Paul and Joey are a handful of our members who are going through a Work-Force Adjustment (WFA), and through this very difficult time Paul, Joey and I have brought forth some challenging questions to the employer through the several Work-Force Adjustment committee meetings that we have been a part of. I wanted to personally thank Bruce Roy, Randy Howard and also Stephanie Ehler for the support through this challenging year, as our members within local 70023, and also Paul, Joey and I, are very fortunate to have the foundation that the GSU has provided us to fall back on, through the draining WFA process.

The RVP role and oversight for local 70055, has become increasingly easier throughout time as I continue to work hard at succession planning and supporting the local elected officials through their learning. Joanne Gaida was elected local president in June 2019, and prior to that, Edith Germain had assumed responsibility of the president role of the local because of my successful election as RVP. The local has accomplished many of their goals and objectives, which includes successfully working with the employer at obtaining a workplace assessment in one of the divisions where the local identified an influx of cases. I continue to represent members of local 70055 within the grievance process and have received favourable outcomes to resolve issues for our members. The biggest challenge that I continue to work hard on is recruiting and retaining members who wish to get more involved with their local. This is a challenge because of the high burnout rate that elected officials experience in the NCR and because of the vast number of members found within local 70055, and how geographically dispersed members are throughout the NCR. Unfortunately, Joanne Gaida submitted her resignation in March 2020 for personal reasons, as she felt the sheer volume and the expanding role that was expected of her was taking a toll on her health. I will continue to work hard at exploring

solutions on how we can support our members in the NCR because of this phenomenon, as this is extremely concerning to me and a subject that our union needs to prioritize.

Unfortunately, this same phenomenon in the NCR has bleed into local 70017. This past year, the local had been decimated through losing elected officials through resignations due to workload and health and retirement, without succession planning. Therefore, the local became my responsibility. Thankfully, after several attempts to flag that I was drowning in work and being suffocated by members who needed me, I was saved by Bruce Roy and the GSU, who stepped in and was able to provide me with a helping hand. I want to personally thank Bruce for stepping in and providing me support, as well as Dominique Barrette at GSU, who helped set up a local 70017 AGM. Unfortunately, at the AGM, we were unsuccessful at meeting quorum, therefore we could not elect any local officials. I will continue to work hard at recruiting members, and am hopeful to eventually get a functioning local, and will continue to impose my ethics on the employer representatives and the labour relations advisors to remind them that with a good robust union, it will only make the workplace a better place to work.

In conclusion, I continue to work with the ad hoc GSU's Young Workers Committee, where we had a very successful Young Workers Summit and I am the Co-Chair of the GSU's Communications Committee. Further updates will be provided in fruition of the Committee meetings that are taking place during the Presidents Conference.

Sincerely,

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

## **Appendix 'D' - Report of the Regional Vice-President, Linda Harding Vancouver and the Lower Mainland**

### **National Council Meeting, April 2020**

Upon returning to my RVP role, I have continued to co-chair the Regional Health and Safety Committee meetings as well as attending the Regional Labour Union Management Consultation Committee meetings. We are getting pushed to sign Terms of Reference which we have some issues with. We look forward to the working group that is being established to review all the terms of references.

As of September 1<sup>st</sup>, we are no longer looking after the border crossings in BC. All our members have either taken a job with BGIS or are working in other parts of Real Property on acting assignments for a year to allow them to obtain the skills/knowledge that is required to be appointed indeterminately into the position.

I have attended the of National Council conference calls. However, I would like to see more structure to the calls instead of everyone listing all their issues. It may be more meaningful to discuss one or two topics per RVP instead of just listing issues.

I attended the PSAC National Health and Safety Conference in Montreal in November. It was an excellent conference which talked a lot about addiction and addiction in the workplace. For anyone who did not attend but would like more information, please let me know and I can give you the information to download the app. We were given all the information for all workshops and discussions. As part of the organizing committee, I am proud to say that the conference was very well received, and our committee worked hard to bring information to the activists that they have been asking for.

My local, GSU 20008, had its Annual General Meeting on February 19<sup>th</sup>. We had a difficult time maintaining quorum but were able to pass the budget and elect a new executive. Unfortunately, we were unable to pass our reports.

Our new local is as follows:

Sister Melissa Marche – President  
Sister Andrea Lima – Vice President  
Brother Harjit Sarohia – Treasurer  
Sister Manpreet Gill – Secretary  
Sister Adina Chang – Equity Officer

I would like to welcome our new executive and look forward to working with them over the next year. I would also like to thank Sister Michelle Simard for all her hard work with the local and the region over the years. We wish her well in her future endeavours.

With my PSAC hat, I have attended the monthly BC Federation of Labour Standing Committee. By the time this meeting occurs, I will have done another lobby of the BC Provincial Government on labour's perspective on legislative, regulatory and policy reforms of importance to working people including proposed changes to the *Workers Compensation Act*.

I am also the representative on the United Way of the Lower Mainland Executive Cabinet and the Canadian Congress Labour Cabinet (CCLC) which hold monthly meeting. Meetings have ended for the year but will be resuming in March as we get ready for the next campaign.

In closing, I would like to thank the staff at GSU.

Respectfully submitted,

Linda Harding  
RVP, Vancouver and the Lower Mainland



## **Appendix 'D' - Report of the Regional Vice-President, Azra Jusuf Ontario Region**

Here is my report on my RVP activities.

I have been elected RVP beginning of February 2020, so have only been in this role for about 5 weeks. I have continued with all the grievances and complaints that I was already involved in. I have been handling majority of grievances in our local, so that trend continues. I have been providing support to my local, GSU 00027, with the transition and AGM preparation. Our members have been asking a lot of questions related to the possible strike, so I have been doing research and have registered for PSAC training on Strike Prep as this would be my first strike. I am revisiting PSAC courses I have taken years ago. I am still the liaison between our regional PSAC office and members when needed. I am also still involved as the employee chair of our OHS committee until the new executive is formed on March 17.

In solidarity,

Azra Jusuf

## **Appendix 'D' - Report of Regional Vice-President, Michèle Parent Quebec West**

As you know, I returned to work, and thus to my union duties, on July 22, 2019, and this, on a progressive basis. Given my health issues, I have been on a gradual return to work since that time. The report I am presenting therefore refers to the period during which I was present, that is, from July 22, 2019.

### **Status of Local 10161**

Upon my return, following an absence of twenty (20) months, I found that it was important to take the pulse of the Local.

The following remarks absolutely do not refer to the work carried out by the persons involved, whom, I believe, did everything that it was possible for them to do in the circumstances to maintain the functioning of the Local. However, absences, vacant positions, and the flagrant lack of involvement of our members result in a problematic distribution of the union workload on the members of the executive and shop stewards, which has the effect of undermining the Local, of exhausting involved members, making it such that the Local can barely keep its head above water.

The President's departure on extended leave, followed by her decision to resign as President and to continue only in her role as a shop steward, forced the Local to quickly reposition itself. The First Vice-President became Acting President and has little experience and training.

I spent some time supporting the reorganization of the Local.

- Coaching meeting on the role of the presidency and the prioritization of actions.
- Organizing the AGM
  - We finally set a date (April 8<sup>th</sup>)
  - We hope that members will come forward and be involved, and that the positions on the executive will be filled.
- Update of financial reports (financial statements for 2018-2019 were not completed, no financial report had been submitted for the current year – however, we have to mention that there were very few activities in the bank account. Almost no training was taken, no activities organized).

- Monthly executive meetings resumed. (There were fewer than three meetings of the executive in 2019, and no minutes were taken.)
- The position of secretary is vacant, the treasurer has been on extended leave for a good six months, with no one to replace him.
- The Local has only two active shop stewards. The others have resigned or are on extended sick leave.
- The chief steward responsible for grievances was the only one able to deal with grievances and complaints and no back-up was put in place. There are still no clear records of grievances.
- I helped the chief steward responsible for grievances by involving myself at the first level – same thing for complaints/investigations, etc.
- I try to encourage a minimal sharing of information so that if the grievance representative is absent, someone else can follow up, if needed.  
Unfortunately, there were cases where members felt that they were not supported, if, for example, the representative left on vacation and did not transfer their files, it fell between the cracks, or ended up at the GSU. I therefore insisted on the importance of staying informed, at least with the Executive, when a local officer or representative leaves on vacation; it's preferable to name a replacement.
- It seems advisable that we work to internally improve the collegiality and cooperation within the Local and that we make some concrete efforts to recruit members at the involvement level.

The fact that involved members are not all located at the same work site also represents a challenge for the Local.

The V-P, now acting President, is in Longueuil, the Treasurer and chief steward responsible for grievances are located in Place Bonaventure, and I, as RVP, am at 715 Peel - the only two active union representatives are one in the Technical Services Group at 715 Peel, on the SSC side, and the other at the Pay Office at Guy Favreau (group which does not fall directly under the RDG in Montreal, but rather under management in Moncton).

PSAC and GSU may be beautiful horses, but if they pull the cart of a Local which does not have all of its wheels or has no wheels at all, it will not move forward.

As RVP, I can volunteer, and I am doing it by filling holes, by taking over where a representative can be present, but this way of operating restricts us to dealing with urgent matters rather than important matters.

## **Mobilization**

We are currently in negotiations, we are preparing for a strike, and for GSU members within the Quebec West region, it does not show. Some persons ask questions, some persons read the news releases published by the Alliance, but that's pretty much it. The only stickers that I saw (green/yellow/red) were the ones that I put on members' sweaters who are close to me, and that's all! I encouraged all members of the Executive Committee and shop stewards to take the PSAC strike course and I ended up being the only one from GSU to attend this training within my region. The results are that the Local is not ready for a strike, the membership list is not current, members are not as mobilized as they should be.

## **GSU National Committees**

The Education Committee (I attended the first meeting and then a brief meeting about the review of the pamphlet "Local Officers' Handbook"), and I have provided my comments.

The Diversity Committee (I attended the meetings organized by the committee). I was able to find the SSC contacts so that our NVP Diversity can communicate more easily with the diversity officials within my department. There are links between GSU and SSC but there are flaws between GSU and SSC. Otherwise, I did not have a lot of time to devote to this committee.

## **PSPC**

### **The Union-Management Consultation and Health and Safety Committees (GSU and PSPC) (formal and informal)**

I am the co-chairperson of the PSPC Regional Health and Safety Committee and I have updated my mandatory training in that regard. The meetings are going well on that side.

I participate on the PSPC Union-Management Consultation Committee. At the beginning, I had some catching up to do due to my absence, but I am beginning to feel that I am more up-to-date with the current cases. Sister Hamel is the co-chairperson of this committee and it is thanks to her and the help of other union representatives that I maintain links, and again familiarized myself with PSPC's issues.

I also participate on some sectorial tables and I am trying to encourage shadowing with the new acting chairperson.

### **Other PSPC Committees**

- The PSPC Wellness Committee has set an objective of obtaining their accreditation as a health organization. I believe that it is important that the Union be present in this process, and remind the employer that concrete measures are as important, if not more, than just obtaining a label. Certification must not entirely monopolize resources and efforts as the wellness of employees doesn't happen on paper.
- PSPC Mental Health Committee, I have recently been participating in the meetings and I try to encourage the employer to ensure that there is a dialogue and a certain concordance between the various committees because they seem to me to be complementary.
- PSPC Diversity Committee – it is inactive – there have been no meetings since my return.
- The REM Ad Hoc Committee – The Local Treasurer, who is a member affected by the impact of the construction of the *Réseau Express Métropolitain* on the life of workers, is part of this committee. I have attended meetings occasionally, but this issue is frequently discussed in other committees.

### **SSC:**

#### **Union-Management Consultation and Health and Safety Committees (GSU and SSC) (formal and informal)**

Since its creation on August 4, 2011, SSC has simply abandoned the process of holding union-management consultation meetings at the sectorial table level.

They then abandoned (at least in the Quebec region and I believe that is widespread) the holding of regional union-management consultation meetings since 2017.

In the fall of 2019, I was told that SSC was working to review its union-management consultation model. It seems that nothing is urgent in this regard for this employer! Unlike at PSPC, where consultation goes down and can be expressed at various levels, at SSC, consultation is hardly part of this employer's vocabulary. It's no longer a rare endangered bird, the bird has disappeared. Workplaces, and employees, no matter what their union affiliations, they are paying the price.

The last SSC Regional Union-Management Consultation meeting took place in 2017, and when I went on medical leave, everything stopped. Upon my return, I contacted the SSC Regional Director, with whom I co-presided the RUMCC, and I encountered a lot of resistance.

This did not prevent me from contacting our members at 715 Peel and I was able to shed light on some situations which were not reported by management to the Union such as:

- The closing of postal publication resulting in a workforce adjustment situation.
  - o I informed our Component about this. Consultation in regard to this situation is not always efficient between SSC and GSU.

### **Health and Safety**

I noticed the complete absence of a Local Health and Safety Committee at 715 Peel, and also the complete absence of inspections since June 2018. There is also no SSC Regional Health and Safety Committee for the Quebec region.

- o I tried to put pressure on management to restore the situation but nothing was done.
- o Consequently, I filed an official complaint with Labour Canada and it was only when a LC Officer came forward to ask SSC to sign a voluntary compliance commitment that the issue was resolved. It nevertheless took from September to January to restart a Local Health and Safety Committee at SSC.
- o I am the Co-chairperson of this Local Health and Safety Committee with the MSO (Most Senior Officer at SSC).
- o I recruited Health and Safety Representatives (a total of 3 + myself). I also recruited volunteers to complete the ratio of first aid attendants as required by the Canada Labour Code within our workplace (6).
- o Consequently, with regard to health and safety, the dialogue has resumed and the employer is actually complying with the Canada Labour Code.
- o The first two monthly inspections revealed more than 20 situations of non-compliance, we are working at putting the health and safety committee on the right track.

### **SSC Committee at the National Level**

- SSC Mental Health Committee
  - o I attend meetings via conference calls.
- National Union-Management Consultation Committee
  - o Before my departure on sick leave, I attended SSC National Consultation meetings and I asked GSU to be reinstated in these consultation meetings. I

- believe that it is important, in light of the fact that this is the ONLY existing and pseudo-functional platform between GSU and SSC to discuss union-management consultation. For me, the SSC's structure (which is very different from the one of PSPC) should absolutely not be used as an excuse to justify the lack of consultation. I would like for my Component to do whatever is possible to restore an efficient dialogue between union representatives and SSC management, at all levels. For the moment, I am not entirely satisfied with what is being done on the GSU side to change things, and I find that there is a lack of communications downward.
- HR Consultation Committee – same comment as above.
  - National Orientation Committee on Health and Safety.
- I attended one meeting since my return, the next one will be held on March 30<sup>th</sup>.
- Local 10161 also forms part of the QFL Social Delegate Network and has three social delegates, one of whom is on maternity leave.
    - o On PSPC's side, there is more and more openness to welcome the integration of the SD's within the structure. I always present the SD Network as a complement to the EAP and the efforts are paying off. PSPC has started to grant paid leave to allow one of the SD (who works for them) to take training offered by the SD Network. The Local is paying for the training and the employer is paying for the salary. It is a form of recognition that we had never seen to date. The SD's will be involved in the Wellness/Mental Health Committees, and in initiatives to support employees encountering problems, for example, during the transition of the *Réseau Express métropolitain*. This is not the case at all within SSC. This does not prevent our members hired by SSC from using the SD network, however, as we have no regional or local union management forum, we have no place to deal with and push these initiatives on the SSC side.
    - o Thanks to the SD Network, we were able to help an employee, whose son needed therapy for an addiction problem, and we were able to obtain an emergency appointment with a treating physician for a physical and mental examination in less than 36 hours for a member who did not have a family doctor and who was suffering at work.

Finally, as I am a SSC employee, and that it's difficult to find the right persons to speak to when one is a representative or a union officer coming from SSC, following a discussion with Sister Hamel, I offered my assistance to her and/or Brother Demers, if they needed help to find contact persons at SSC. Helping others has no limit... In any case, we are trying.

With regard to representation, I will pass on grievances and representation. I will simply say that the Quebec region, on the PSPC's side, is dealing with cases in connection with internal and external investigations, led by the employer and the Public Service

Commission and that the situation is a real drag for the people involved. We have been waiting for more than one year for the results of these investigations and we are looking at requesting (all union representatives involved – PIPSC and PSAC) that we proceed with an important post-mortem of this unfortunate saga upon its completion. The decisions taken by management in the treatment of these investigation files have had serious consequences in the lives of the employees involved, and it will be important to figure out the entire matter to avoid a similar situation from being dealt with in the same way. This file is far from over.

Finally, to conclude on a more personal note, at the moment, the Director to whom I report at SSC, frees 100 % of my time during my progressive return to work (which is not progressing very quickly). Once I return to work full time, he will want to reconsider this arrangement. Our members and the Local are consequently benefiting from my full-time support (full time of part-time). There is a lot of work to do on the union side. I continue to believe and promote the importance for the GSU of negotiating more flexible leave for union activities that allow for real engagement from our militant members. When we have to fight to justify every 15 minutes of our union work, as I have already experienced, it leads to burnout. I believe that we would have more persons involved if they could have time off to accomplish their union work. The perspective of always having to cut corners is not appealing. It has no attraction.



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

All three locals had their AGMs and were well attended. They are all now on the same timeline for their financials and next year will be able to have all their meetings close together to simplify travel time for visitors such as the President of GSU. All the locals had many activities to engage their people over the year.

Calgary and Edmonton's executive have got all or many of them to attend the Strike Prep courses, some taking the full-day ones and other the lunch and learn. All three locals are participating in any events that have come up, including wearing black. Yellowknife, the president has gone to the lunch session. They haven't been offered any other types of training yet.

Calgary was doing a Time Out Tuesday and the other offices plan to try something similar.

This past year most of the offices have moved to ABW space or are moving and there is definitely some learning and changes to happen. It seems that there are more Duty to Accommodate requests related to telework in our new spaces. Our region had a JLP session on Duty to Accommodate at the end of January, so hopefully the requests for telework will result in better responses and more assistance by management.

There is also still an issue of staffing especially in our Real Property branch and there are many members who are acting for periods 4 months less a day while still doing their indeterminate position's work. I have discussed with the RD and they are running positions, but it's not going quickly or with enough of the areas being met.

In solidarity,

Heather Rawlins

**Appendix 'D' - Report of the Regional Vice-President, Reni Stein  
Remainder of British Columbia and the Yukon Territories**

As volunteers, we try and create a balance between union commitments, work commitments and family life. This is a juggling act we all know so well, and sometimes it's easier said than done. I am grateful for the support I receive from my family and friends.

Sister Linda Harding, RVP Pacific, Lower Mainland and I continue to discuss areas of interest. Sister Linda continues with her role as co-chair of the Regional Occupational Health and Safety Committee (ROSH) and I co-chair the Regional Labour Management Consultation Committee (RLMCC). Together with Labour Relations we are trying to educate new managers on the Labour Relations and Union relationships we have worked so hard to achieve in our Region.

In early February 2020, I participated in the regions Leadership Forum. This year's theme was "One PSPC". The DMA Linklater discussed the PSPC Integrated Plan whilst most of the afternoon was used for an Awareness Session on Indigenous Engagement and discussion involving the Regional Strategic Priorities. I hope to see some engagement with the union on these priorities prior to implementation.

In late February 2020 our Local 20001 had their AGM. Two (2) new vice-presidents were elected and our Treasurer Dan Cleemoff returned for another two years. Sister Deol and Brother Krause's positions were not up for election. I speak with Sister Deol on a weekly, sometimes daily basis to discuss local, regional and national issues. All in all, things are going well. The executive is busy preparing our members for the upcoming strike vote. The 20001 executive team is a strong group of individuals and I'm confident their voices for our members will not go unheard. Sister Deol will work a buddy system with the new vice presidents which will show them first-hand how we interact and continue to build strong relationships.

On March 6th, we participated in a rally with Brother Aylward, Brother Mills and other PSAC members from the Greater Victoria area. All our members that were in the office on the 6th attended the rally and the meet and greet. We may be small but we're mighty!

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

On a personal note, I would like to thank Sister Deol and Sister Harding for their support and friendship. They continue to help me gain a better appreciation and understanding of what we strive and fight for as union leaders....of course what battles to pick and how checking in with people to say hello really does go along way!

I look forward to seeing everyone in Ottawa at Convention.

Respectfully submitted,

Reni Stein  
RVP Pacific Region

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

April 8, 2020

**Re: Report for the GSU National Council Meeting**

I can't believe how many changes have happened in the last year. I've met so many new people at the GSU Local Presidents' Conference in August 2019 and at the Young Workers' Summit in November 2019, and Local 50002 in Winnipeg has a new Local Executive after the elections in October 2019, subsequent to Local being put in trusteeship in the summer.

Even with all of the changes, there still continues to be problems with members performing work outside of their job descriptions, which has resulted in several grievances in the last year, along with hiring employees outside of established pools, Notifications of Consideration (NoCs) for non-advertised positions, and the restriction of telework despite the promises from the employer. Some members in Local 40007 are still trying to get long-standing Phoenix issues resolved.

There has been some conflict and a lot of new members in Local 50002 who have never worked for the federal government before working at the PAB, and it has been a great deal of work to answer questions and provide support to members. I really appreciate all the work that the new Local Executive has done in the last several months to support their members.

Two big changes in Winnipeg last year were the moves of the Pay Administration Branch (PAB) office to 240 Graham Avenue and the Public Services and Procurement Canada office to 269 Main Street. Both moves came with a lot of new questions and challenges.

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,

Larissa Williams  
GSU Regional Vice-President for Manitoba & Saskatchewan

**Appendix 'E' - Report of the GSU Communications Committee**  
**From: May 1<sup>st</sup>, 2019 to Present**

**Committee Members**

Chair \_\_\_\_\_ Martine Babcook, National Vice-President  
Co-Chair \_\_\_\_\_ Kevin Hanson, RVP, NCR  
Azra Jusuf \_\_\_\_\_ At the time Local President for 00027, now RVP of Ontario  
\_\_\_\_\_ Michelle Simard, at the time A/RVP for BC  
Dominique Barrette \_\_\_\_\_ GSU staff resource

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. One of the biggest successes that the committee has worked on over the last year is the introduction and the launch of the GSU website. The committee met during the week of August 12-16, 2019, which was right before the president's conference, reviewed the website and provided feedback to the GSU. Recommendations of the Committee were implemented, when possible, and the new website was launched at the beginning of September.

In the next 3-year cycle, the committee is hoping to work with the National office in developing a social media strategy that would help connect our leaders as well as our members closer to our Component. The committee has also recently been notified that a proposed budget for the next three years with a line item for the communications committee of \$5,000 per year is the financial forecast for the future of our communications mandate. With that being said, the biggest challenge for the committee and most important thing in communication is to hear what isn't being said. The committee is eager to work towards creating more communication tools and improving the GSU's communication efforts moving forward.

Sincerely,

Kevin Hanson  
Co-Chair for the Government Services Union (GSU) Communications Committee

## **Appendix 'F' - Report of the GSU Education Committee**

### **GSU Education Committee**

Your GSU Education Committee met in August 2019 in Montreal. The committee made several recommendations to the GSU National Council in August 2019. One of which was the creation of a GSU guide for Executive members. We will be presenting the draft to the GSU NC and seeking the Council's approval to proceed with a final version that could be distributed to the GSU delegates at the GSU convention in September 2020.

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 'G' - Report of the GSU Union Recognition Committee**

The Union Recognition Committee is composed of, myself as Chair, Heather Rawlins, acting Regional Vice-President, Monica Mercier from Local 70019, Maria Thomas and Diane Rancourt as the GSU Resource persons. As of the writing of this report the committee has had one conference call on October 23rd, 2019 to select the recipients for the 2019 GSU bursaries. The winners are as follows:

The **Bonnie Robichaud Bursary** (\$1,000) for the year 2019 has been awarded to **Katelin Belliveau**, daughter of Jackie Belliveau from Local 60018, Atlantic Region.

The **Jim Williams Memorial Bursary** (\$1,000) for the year 2019 has been awarded to **Dominik Drozdowski**, son of Anthony Drozdowski from Local 80052, Atlantic Region.

The **A.F. Wood Memorial Bursary** (\$1,000) for the year 2019 has been awarded to **Robert Greer**, son of Melody Greer from Local 90031, Atlantic Region.

The **Bob Haywood Memorial Bursary** (\$1,000) for the year 2019 has been awarded to **Taryn McLachlan**, from Local 80052, Atlantic Region.

The information on the 2020 GSU bursaries is posted on our website and the deadline to submit applications is August 28, 2020. 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 Honourary 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.

Respectfully Submitted on behalf of the Committee,

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

## **Appendix 'H' - Report of the GSU Financial Review Committee**

### **NATIONAL GSU FINANCIAL REVIEW COMMITTEE REPORT**

**For National Council – September 22-23, 2020 – Virtual Meeting – Ottawa, ON**

#### **Members of the GSU Financial Review Committee are:**

Martine Babcook – Chair and National Vice-President  
Linda Harding – Acting National Vice-President – Equity  
Nicole Rousseau – Regional Vice-President – NCR  
Steve Colterman – Local Representative – Local 70013-Ottawa Gatineau Services  
Russell Carter – Local Representative – Local 60009 - Moncton  
Monique Desrosiers – GSU Finance/Administration Officer and Technical Advisor

The committee held one meeting since the last National Council in August 2019:

#### **1. Meeting #1 – March 3-5, 2020**

- A.** The Committee reviewed the content of By-law 14 – Finances, and Regulation 5 – Financial Review Committee;
- B.** The Committee reviewed the GSU (**Unaudited**) Financial Statements for year ended December 31, 2019;
  - 1.** Statement of Operations
  - 2.** Statement of Financial Position.However, due to the Covid-19 pandemic and shut down thereafter, the audit, performed by an outside professional auditing firm, Andrews & Co., to ensure that our financial reporting is accurate, transparent and follows Generally Accepted Accounting Principles, has been postponed until the Fall 2020, and the GSU **Audited** Financials to December 31, 2019 will be presented to the GSU National Council in May 2021.
- C.** The Committee also conducted a detailed line by line review and comparison of the GSU Statement of Operations for year ended December 31, 2019 to the Y2 2019 Budget of the Triennial Budget 2018, 2019 and 2020 passed at Convention in 2017.
- D.** The Committee reviewed the GSU Statement of Operations 2018-2019 Actuals and 2020 Projected Costs for Budget Purposes to determine overall under/over expenditures to the Triennial Budget 2018, 2019 and 2020.
- E.** The committee reviewed and drafted the GSU Triennial Budget for the years 2021, 2022 and 2023, **which was to be presented** to the GSU National Council for its' review in April 2020.

However, due to the Covid-19 pandemic and shut down thereafter, the GSU National Council scheduled for April 2020 was cancelled.

As a result, the GSU Triennial Budget 2021 was adjusted accordingly and will be presented to the GSU National Council in September 2020, with accompanying Explanatory Notes to the GSU Triennial Budget.



The GSU Triennial Budget 2021, 2022 and 2023 will be presented to the GSU National Council in May 2021 to be ready for the GSU Triennial Convention in September 2021.

- F.** The Committee reviewed the National President's overtime and compensatory leave to December 31, 2019, as per Regulation 5 – Financial Review Committee;
- G.** The Committee reviewed the National President's travel claims to December 31, 2019, as per Regulation 5 – Financial Review Committee;
- H.** The Committee reviewed the National President's Annual Leave Balance at December 31, 2019;
- I.** The Committee conducted a review of the GSU By-Laws and Regulations related to Finance and the GSU Triennial Budget 2021, 2022 and 2023; the changes and/or additions of motions will be presented to the GSU National Council in May 2021, as the above will only affect the years 2022 and 2023, as a result of the Covid-19 pandemic.
- J.** As per the Finance Report dated August 16, 2019, the Committee agreed that a Term of Reference should be established for the new website. Due to a shortage of time, the Committee will provide a Term of Reference in May 2021.
- K.** The Committee presented motions to the GSU National Council which are stated in the minutes.