

GSU National Council Meeting
Conference Call
Friday, December 9, 2022 – Zoom

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1. Call to Order

The meeting was called to order by GSU National President Bruce Roy at 12:40 p.m. (eastern time) and the following participants were in attendance:

Participants:

Bruce Roy	National President
Martine Babcook	National Vice-President
Kevin Hanson	National Vice-President
Kelly Bush	National Vice-President, Equity
Sue Boone	Regional Vice-President, Ontario Region, excluding the National Capital Region
Steve Colterman	Regional Vice-President, National Capital Region
Anthony Drozdowski	Regional Vice-President, Nova Scotia
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City
Linda Harding	Regional Vice-President, Vancouver, and Lower Mainland
Sheldon Jacobs	Regional Vice-President, Saskatchewan, and Manitoba
Azra Jusuf	Regional Vice-President, Ontario Region, excluding the National Capital Region
Mike LeBlanc	Regional Vice-President, New Brunswick, and Prince Edward Island
Leanne Moss	Regional Vice-President, Newfoundland, and Labrador
Sébastien Sinclair	Regional Vice-President, Quebec West, including Montreal
Paul Paquette	Regional Vice-President, National Capital Region
Heather Rawlins	Regional Vice-President, Alberta, Nunavut, and the Northwest Territories
Nicole Rousseau	Regional Vice-President, National Capital Region
Reni Stein	Regional Vice-President, Vancouver Island, remainder of British Columbia and the Yukon Territories
William Tait	Regional Vice-President, National Capital Region

Regrets:

Jeff Tessier	Regional Vice-President, Royal Canadian Mint
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Observers / GSU Equity Members

Pia Bahile	Ontario Region, Local 00027
Sarah Bolger	Pacific Region, Local President 90011
Shannon Boyd	Atlantic Region, Local 80052
Margarita Brovina	National Capital Region, Local President 70013

Staff:

Dominique Barrette	Executive Coordinator to the National President
Diane Rancourt	Communication and Administrative Assistant
Maria Thomas	Executive Assistant to the National President

Announcements

GSU National President, Bruce Roy (“National President”) welcomed everyone.

- National President advised National Council that simultaneous interpretation is provided for this meeting and reminded National Council to keep themselves on mute unless called

upon to speak as it makes it easier for the interpreter if they are not addressing National Council.

- National President acknowledged that GSU Equity Members were invited to observe the meeting and stated that they do not have the right to speak or vote.

2. Adoption of Agenda

m/s Kelly Bush / Sue Boone

That the following item be added under number 4.

To include an action plan (deck) to provide more clarity prior to presenting the equity resolutions.

Point of Order:

Martine Babcook inquired on how long it would take to present the action plan. Kelly Bush stated seven to ten minutes.

Nicole Rousseau indicated that this action plan should have been presented to National Council prior to the Conference call.

MOTION DEFEATED.

Point of Order:

Mélanie Hamel requested that the agenda be posted on screen.

a/s Kevin Hanson / Paul Paquette

That the following item be added between items three (3) and four (4).

He referred to By-law 7, section 2(e) that permits National Vice-Presidents to present their report to National Council.

The agenda would be numbered as follows:

#4. National Vice-Presidents' Reports

#5. Equity Committee Resolutions

That the agenda be adopted as amended.

MOTION CARRIED.

(Appendix 'A')

Recorded against: Kelly Bush

Point of Order:

Steve Colterman requested clarification regarding the National Vice-Presidents' reports and the procedure. He wanted to know if National Vice-Presidents' reports can be submitted prior to a meeting. National President explained the process as per the GSU By-laws and that reports can be presented at regular scheduled meetings. He suggested that the By-laws Committee Review this procedure and amend as needed.

Azra Jusuf wanted to know if another conference call could be scheduled to discuss the proposed equity resolutions.

Nicole Rousseau stated that if there is unfinished business another meeting is usually scheduled.

National President indicated that a motion is requested to schedule a conference call to deal with the equity resolutions. If not, this will be an agenda item for the next National Council in May 2023.

a/s Azra Jusuf / Leanne Moss

To schedule another conference call meeting to deal with the proposed equity resolutions prior to May 2023.

MOTION CARRIED.

a/s Leanne Moss / Azra Jusuf

That all resolutions from all GSU committees be presented to National Council prior to the meeting in May 2023. This would be a one (1) day meeting.

MOTION DEFEATED.

Point of Privilege:

Kelly Bush apologized to the GSU Equity Committee Members that are observing this meeting as a lot of time was spent on amending the agenda and not on dealing with the equity resolutions.

3. Hours of Session

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

Friday, December 9, 2022 12:30 p.m. – 2:00 p.m.

MOTION CARRIED.

4. National Vice-Presidents' Reports

Kevin Hanson, National Vice-President addressed National Council and presented his report. The National Vice-Presidents' reports are posted on the GSU website. He thanked the National President for his support.

5. Equity Committee Resolutions

National President advised National Council that the following resolutions have been ruled out of order. Resolutions 3, 8, 9 and 10 and it will not be debated.

Number 3:

WHEREAS there are currently no requirements in Ontario for an Employment Systems Review (ESR), and;

WHEREAS the Employment Equity Act requires an ESR to identify systemic barriers, and;

WHEREAS GSU recognizes that there is not full representation in the National Office, and;

WHEREAS GSU wants to ensure that its hiring practices are free from systemic barriers.

BE IT RESOLVED THAT GSU conduct an employment systems review (ESR) of the GSU National Office, early in the next cycle. GSU will use the results of the Employment Systems Review to develop an Employment Equity Plan to ensure that the office represents the equity of the membership for inclusion in the next round of bargaining.

Number 8:

WHEREAS GSU values Equity and recognizes that diversity will improve the union, and;

WHEREAS GSU wants to create space at the table for equity group members;

BE IT RESOLVED THAT GSU Ensures every equity group or equity seeking group member is represented as a delegate at the GSU Triennial Convention.

Number 9:

WHEREAS GSU values Equity and recognizes that diversity will improve the union, and:

WHEREAS GSU wants to create space at the table for equity group members.

BE IT RESOLVED THAT GSU ensures every equity group or equity seeking group member is represented at the GSU Local Presidents Conference. If there is an equity group representative not attending, ensure the missing group member is invited as a delegate.

Number 10:

WHEREAS GSU values Equity and recognizes that diversity will improve the union, and;

WHEREAS GSU wants to create space at the table for equity group members;

BE IT RESOLVED THAT GSU Ensures every equity group or equity seeking group member is represented at the PSAC National Triennial as a GSU delegate.

Note: All of the above resolutions are **RULED OUT OF ORDER.**

National President advised National Council that the following resolution is being referred to the Finance committee: Resolution 4.

Number 4:

WHEREAS Equity is in the future of the union movement, and;

WHEREAS providing safe space for Equity groups to meet, network and support each other, and;

WHEREAS there is a young workers conference which allows young workers to gather.

BE IT RESOLVED THAT GSU hold an Equity Conference once per cycle. The selection of delegates will consider representation of all five equity groups (2SLGBTQIA+, Indigenous, Black/Visible Minority, Women, Persons with Disabilities) as well as regions and gender (male, female, and non-binary).

National President advised National Council that the following resolution is being referred to the By-Laws committee: Resolution 6

Number 6:

WHEREAS GSU values Equity and recognizes that diversity will improve the union and;

WHEREAS GSU wants to create space at the table for equity group members; and

BE IT RESOLVED THAT GSU amend the bylaw 7 to ensure that the NVP – Equity be an equity or equity seeking member, if no equity group member is available then a non-equity group candidate will be considered.

National President advised National Council that resolution 2 will be referred to the Union Recognition committee:

Number 2:

WHEREAS GSU wants to ensure equality in the educational bursary process, and;

WHEREAS GSU wants to provide as much flexibility as possible in allowing the applicant to choose.

BE IT RESOLVED THAT GSU dedicate one of the existing GSU educational bursaries to an equity group member.

Kelly Bush presented the following resolution:

m/s Kelly Bush / Sue Boone

Number 1:

WHEREAS GSU would like to increase equity representation at all levels, and;

WHEREAS the locals are the building blocks for future leaders, and;

WHEREAS GSU recognizes the value in mentorship.

BE IT RESOLVED THAT each local executive at GSU, recruit, and mentor members of equity groups throughout the mandate, in either an official capacity, as a local executive member, or unofficial capacity as an interested member (not on the executive).

Recorded vote #1. MOTION DEFEATED.

6. Adjournment

National President wished National Council a happy holiday season and he is looking forward to seeing everyone in May 2023.

He thanked National Council, staff, and the interpreter.

The meeting adjourned at 1:59 pm. (eastern time)

Action items

#5. Equity Resolutions

2 – Bursaries - Referred to the Union Recognition Committee.

4 – Finance - Equity Conference.

6 – To amend By-law 7 – NVP be an equity member.

- Review of By-law 7 – National Vice-Presidents Reports
 - Schedule a conference call in 2023 to deal with unfinished equity resolutions.

Recorded vote

Legend / Légende: 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	Equity Resolution Motion #1																	
Vote Number / Numéro de vote	1																	
Babcook, Martine NVP	2																	
Bush, Kelly NVP Equity	1																	
Hanson, Kevin NVP	2																	
Boone, Sue	1																	
Colterman, Steve	2																	
Drozdowski, Anthony	2																	
Hamel, Mélanie	2																	
Harding, Linda	2																	
Jacobs, Sheldon	2																	
Jusuf, Azra	1																	
Leblanc, Mike	2																	
Moss, Leanne	1																	
Paquette, Paul	2																	
Rawlins, Heather	1																	
Rousseau, Nicole	2																	
Sinclair, Sébastien	2																	
Stein, Reni	2																	
Tait, William	2																	
Tessier, Jeff	4																	
Roy, Bruce	1																	

GSU National Council Meeting | Réunion du Conseil national
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Appendix 'A' - Agenda

1. Call to Order 12:30 p.m.
2. Adoption of the agenda
3. Hours of Session
4. National Vice-Presidents' Reports
5. **Equity Committee resolutions**
 - a) Resolutions ruled out of order
 - b) Resolutions in order
6. Adjournment