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**GSU National Council Meeting  
Friday, September 28, 2018  
Hilton Lac-Leamy, Gatineau, Quebec**

**Minutes of meeting**

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## 1) Call to Order

The meeting of the GSU National Council was called to order at 9:10 a.m. with Brother Randy Howard in the Chair and the following Members in attendance:

### ***Present:***

Randy Howard	National President
Lori Walton	National Vice-President
Daniel Charron	Regional Vice-President, Royal Canadian Mint
David Cuning	Regional Vice-President, Ontario Region, excluding the National Capital Region
Shanny Doucet	Regional Vice-President, New Brunswick and Prince Edward Island
Anthony Drozdowski	Regional Vice-President, Nova Scotia
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City
Linda Harding	Regional Vice-President, Lower British Columbia Mainland, including Vancouver
Pascal Ladouceur	Regional Vice-President, National Capital Region
Jim McQuaid	Regional Vice-President, National Capital Region
Nicole Rousseau	Regional Vice-President, National Capital Region
Bruce Roy	Regional Vice-President, National Capital Region
Serge Sauvageau	Acting Regional Vice-President, Quebec West, including Montreal
Sue Soubra Boone	Regional Vice-President, Ontario Region, excluding the National Capital Region
Reni Stein	Regional Vice-President, remainder of British Columbia and the Yukon Territories
Robyn (Ohland)Thompson	Regional Vice-President, Alberta, Nunavut and the Northwest Territories
Bill Walsh	Regional Vice-President, Newfoundland and Labrador
Larissa Williams	Regional Vice-President, Saskatchewan and Manitoba

### ***Regrets:***

Martine Babcook	National Vice-President
Kelly Bush	National Vice-President, Equity
Michèle Parent	Regional Vice-President, Quebec West, including Montreal

### ***Staff:***

Dominique Barrette	Executive Coordinator to the National President
Monique Desrosiers	Finance and Administration Officer
Maria Thomas	Assistant to the National President
Diane Turcotte	Administrative Assistant to the Union Representatives

### ***Observers:***

Gary Byrne	Local President 90011
Russell Carter	Local President 60009
Steve Colterman	Local President 70013
Kevin Hanson	Local President 70055
Normand Larivière	Local President 70023

Mihaela Marin-Lazarescu	Local President 70017
Monica Mercier	Local President 70019
Grant Russell	Local President 70020
Jeff Tessier	Local President 70024
Samantha Keely	Vice-President of Local 70017
Janice Schauer	Vice-President of Local 70019
Diere Sonko	Treasurer of Local 70013

## **Announcements**

- Brother Howard was informed this morning that in a CBC report a security officer who worked at a federal government office building in Gatineau, Quebec contracted the bacteria that causes legionnaires and passed away. At the present time, we are not aware of when and how the disease has been contracted. Brother Howard is waiting to hear from Ruth Rancy, Director, Occupational Health and Safety, Public Services and Procurement Canada as the Union was not notified of this incident. Brother Howard will provide an update later today, once he receives information from Ruth Rancy. He also informed National Council that Gordon Bulmer, President of PIPSC was not informed of the situation.
- Brother Howard welcomed and introduced National Council and the Observers. He congratulated Sister Ohland (now Thompson) on her recent marriage.
- Brother Howard advised National Council that the PSAC lanyards will be delivered at lunch today.

## **2) Approval of Agenda**

The following items were added to the agenda:

- Item 4) Add in 'Camera Session' and to re-number the agenda to reflect this change. (Daniel Charron)
- Item 7c) Bob Haywood Memorial Bursary (Shanny Doucet)
- Item 9) Other Business:
  - Add 9b) Local Feature (Lori Walton)
  - Add 9c) NC meeting in 2020 (Lori Walton)

**m/s Linda Harding / Serge Sauvageau**

That the agenda as amended be adopted.

**Recorded vote # 1. MOTION CARRIED.**

**(Appendix 'A')**

## **3) Hours of Session**

**m/s Lori Walton / Nicole Rousseau**

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

Friday, September 28, 2018

9:00 a.m. to 5:00 p.m.

**MOTION CARRIED.**

#### **4) In Camera Session**

Brother Howard requested that the staff and observers leave the room. This session was not recorded.

The 'In Camera Session' ended at 10:15 a.m. and it was business as usual.

#### **5) Approval of Previous Minutes**

##### **a) Minutes of January 24, 2018 (Marriott Hotel)**

m/s Sue Soubra Boone / Bill Walsh

That the minutes of January 24, 2018 be approved.

**Recorded vote # 2. MOTION CARRIED.**

##### **b) Special Conference Call of February 16, 2018**

m/s Linda Harding / Shanny Doucet

That the Special Conference call minutes of February 16, 2018 be approved.

**Recorded vote # 3. MOTION CARRIED.**

#### **Remark**

Brother Howard noted that the observers had their backs turned to National Council, in protest of the 'In Camera Session'.

#### **6) Business arising from previous minutes**

Action items:

##### **a) Location of National Council Meeting 2019**

Brother Howard announced that the 2019 Local Presidents' Conference will be held at the Delta hotel in Montreal in August 2019. Details of the conference will be provided in the New Year. Brother Howard stated that the format of the Local Presidents' Conference will be very similar to the previous one.

#### **7) Officers' Reports**

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

Sister Lori Walton, National Vice-President, assumed the Chair.  
(10:54 a.m. to 11:25 a.m.)

m/s Randy Howard / Bill Walsh

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

Brother Howard responded to questions regarding his report. He provided an update on Phoenix and damages caused by Phoenix regarding union dues.

**Recorded vote #4. MOTION CARRIED.**

**(Appendix 'B')**

Brother Howard assumed the Chair at 11:25 a.m.

## **b) National Vice-Presidents' Reports**

**m/s Lori Walton / Robyn Thompson**

That the reports of the National Vice-Presidents Lori Walton and Sister Martine Babcook be adopted.

Sister Walton provided a verbal update to her report and spoke on behalf of Sister Babcook who was absent and responded to questions.

**Recorded vote #5. MOTION CARRIED. (Appendix 'C')**

Brother Howard thanked Sisters Babcook and Walton for their hard work, support and dedication that they have provided. Together, great work can be achieved.

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

**m/s Nicole Rousseau / Daniel Charron**

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

**Recorded vote #6. MOTION CARRIED. (Appendix 'D')**

Sisters Rousseau, Hamel, Thompson and Brothers Charron and Ladouceur provided a verbal report.

Brother Howard thanked the National Council for their hard work and a special thank you to Brother Roy for helping with the election for the RVP in the NCR and for supporting Brother Ladouceur during a difficult time, when he needed support.

**P.M. Session**

## **Announcements**

Brother Howard informed National Council on the following:

- Sometime today, he will be doing an interview with Kathryn May (Ottawa Citizen) on Pay and Pension.
- A conference call is scheduled at 2:30 pm today with Ruth Rancy to provide an update on the incident of the passing of the security guard.
- Sister Lori Walton will assume the chair during his absence.

## **8) GSU Committee Reports**

### **a) Finance Review Committee**

Sister Nicole Rousseau member of the Financial Review Committee, tabled a report on behalf of the Committee. She introduced the members of the Financial Review Committee who are stated in the report. Sister Rousseau read the report of the Financial Review Committee and Sister Harding read the 'Independent Auditor's Report'.

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

**Motion: F3/2018**

**Subject: Approval of GSU Audited Financial Statements - December 31, 2017**

**Originator: Finance Committee to National Council – September 28, 2018**

The Committee recommends the adoption of the December 31, 2017 Audited Financial Statements as presented.

**Recorded vote #7. MOTION CARRIED.**

**m/s Bill Walsh / Nicole Rousseau**

**Motion: F4/2018**

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

**Originator: Finance Committee to National Council – September 28, 2018**

The Committee recommends the adoption of engaging the services of Andrews & Co. Chartered Professional Accountants for the December 31, 2018 Financial audit.

**Recorded vote #8. MOTION CARRIED.**

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

**Motion: F5/2018**

**Subject: Motion to amend GSU Regulation 5 – Financial Review Committee**

**Originator: Finance Committee to National Council – September 28, 2018**

The committee recommends that Motion #8 carried at the GSU National Council meeting in April 2017, be added to the GSU Regulation 5 – Financial Review Committee as follows (in red):

### ***Regulation 5 – Financial Review Committee***

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#### **General**

This regulation shall be known as the Financial Review Committee Regulation and is issued under the authority of GSU By-law 14.

This committee shall:

- review, at its own discretion, or upon request, all financial matters of the Union;
- review a report of the President’s overtime, travel and compensatory leave at each Committee meeting;
- investigate and render a decision on all appeals of rejected expense claims;
- report to each National Council meeting and make recommendations as required;
- **provide the GSU National Council, a Revenue and Expenses vs Budget Comparison progress report and a Balance Sheet, at June 30<sup>th</sup> and December 31<sup>st</sup> of every year for review; and,**



- provide the GSU National Council, prior to an additional event or circumstance, a costing for any such event or circumstance, that is not included in the budget cycle approved at Convention; and that any costs approved be taken from “Unreserved Funds”.

**a/s Daniel Charron / David Cuning**

**THAT** Regulation 5 be referred to the GSU By-laws Committee to review and report back at the next National Council meeting in Montreal in 2019.

**Recorded vote #9. MOTION CARRIED ON THE AMENDMENT.**

**a/s Nicole Rousseau / Linda Harding**

To adopt the Financial Review Committee Report as presented.

**Recorded vote #10. MOTION CARRIED. (Appendix ‘E’)**

***Note: A copy of the budget was provided in their kits and it is not attached to these minutes.***

Brother Howard thanked the Financial Review Committee for a job well done.

### **b) By-laws and Policy Committee**

Brother David Cuning, Chairperson of the GSU By-Laws Review Committee, tabled a report on behalf of the Committee. He introduced the members of the Committee who are stated in his report.

A number of recommendations were brought forward by the National President Randy Howard to the GSU By-laws Committee for their review. Brother Howard informed National Council that these are substantive changes to the By-laws and not editorial which editorial amendments can be changed by National Council. At the next National Council meeting the Committee will bring forward a series of motions for the National Council to vote to rule these By-laws changes out of order.

Brother Cuning also reminded National Council that Local By-laws are to be reviewed by the Committee and ratified by National Council.

**m/s David Cuning / Daniel Charron**

To adopt the By-Laws Committee Report as presented.

**Recorded vote # 11. MOTION CARRIED. (Appendix ‘F’)**

### **c) Union Recognition Committee**

Sister Lori Walton, National Vice-President, assumed the Chair.  
(2:30 p.m. to 3:00 p.m.)

Sister Shanny Doucet, Chairperson of the Union Recognition Committee, tabled a report on behalf of the Committee and she introduced the members who are stated in her report.

Sister Doucet informed National Council that the GSU Union Recognition Committee received a total of six (6) applications for the GSU Bursaries. After a thorough review of the applications the Committee decided to award them as follows;

The **Bonnie Robichaud Bursary** (\$1,000) for the year 2018 has been awarded to Cindy Atayan, daughter of Cynthia Atayan from Local 50057, Royal Canadian Mint.

The **Jim Williams Memorial Bursary** (\$1,000) for the year 2018 has been awarded to Taylor Knaus, daughter of Leanne Knaus from Local 40007, Western Region.

The **A.F. Wood Memorial Bursary** (\$1,000) for the year 2018 has been awarded to Amy Lafleur, daughter of Lisette Lafleur from Local 70024, Royal Canadian Mint.

Sister Doucet informed National Council that the GSU Union Recognition Committee received three (3) applications for a GSU Life Membership.

Brother Howard assumed the Chair at 3:00 p.m.

**m/s Shanny Doucet / Jim McQuaid**

The Union Recognition Committee recommends that Brother Francis MacArthur be awarded a GSU Award of Merit.

**Secret Ballot. MOTION CARRIED.**

### **Announcement**

Brother Howard provided an update to the National Council Members regarding the issue of the legionella bacteria at Place du Portage. He had a conference call with Ruth Rancy, PSPC and she reassured Brother Howard that no one is at risk.

**m/s Shanny Doucet / Jim McQuaid**

The Union Recognition Committee recommends that Brother Robert Cameron be awarded a GSU Life Membership. However, should National Council reject this motion, that an Award of Merit be granted.

**a/s Shanny Doucet / Jim McQuaid**

**Part 1:** The Union Recognition Committee recommends that Brother Robert Cameron be awarded a GSU Life Membership.

**Recorded vote # 13. Motion carried on the amendment.**

**Secret Ballot. Motion defeated due to a lack of a 2/3 majority. (Life Membership)**

**a/s Shanny Doucet / Jim McQuaid**

**Part 2:** The Union Recognition Committee recommends that Brother Robert Cameron be awarded a GSU Award of Merit.

**Motion carried on the amendment.**

**Secret Ballot. MOTION CARRIED. (GSU Award of Merit)**

### **Remark**

Brother Gary Byrne, Local President of Local 90011 addressed National Council and requested National Council to support to vote in favor of the motion for GSU Life membership for Bill Walsh.

**m/s Shanny Doucet / Jim McQuaid**

The Union Recognition Committee recommends that Brother Bill Walsh be awarded a GSU Life Membership. However, should National Council reject this motion that an Award of Merit be granted. Brother Walsh was asked to leave the room while voting on this motion.

**a/s Lori Walton / Mélanie Hamel**

**Part 1:** The Union Recognition Committee recommends that Brother Bill Walsh be awarded a GSU Life Membership.

**Recorded vote # 14. Motion carried on the amendment.**

**Secret Ballot. Motion carried. (2/3 majority). (Life Membership)**

**Part 2: Moot**

**M/S Linda Harding / David Cuning**

**THAT** the ballots be destroyed.

**MOTION CARRIED.**

Brother Walsh addressed and thanked National Council for their support and for voting in favor of the motion.

#### **Remark**

Sister Rousseau informed National Council for a Life Member to attend a GSU Convention the cost is approximately \$2,000 per member.

**m/s Shanny Doucet / Jim McQuaid**

**THAT** the Union Recognition

Committee Terms of Reference as amended be adopted.

**Recorded vote # 15. MOTION CARRIED. (Appendix 'G')**

**m/s Shanny Doucet / Jim McQuaid**

**Motion – Bob Haywood Memorial Bursary**

**WHEREAS** there are no GSU bursaries accessible to GSU members;

**WHEREAS** post-secondary education is cost prohibitive;

**WHEREAS** Brother Bob Haywood was a proponent of continued education and life-long learning;

**BE IT RESOLVED THAT** GSU National Council create an annual bursary in the amount of \$1,000 to be awarded to a GSU member in good standing attending part-time or full-time post-secondary education, in the memory of Brother Bob Haywood. This bursary shall be issued on an annual basis, as determined by the GSU Recognition Committee and titled "Bob Haywood Memorial Bursary".

**a/s Daniel Charron / Serge Sauvageau**

To refer the motion back to the Union Recognition Committee with the direction to establish detailed criteria's / guidelines and report back at the next National Council meeting.

**Recorded vote # 16. MOTION CARRIED.**

**m/s Shanny Doucet / Jim McQuaid**

To adopt the Union Recognition Committee report as presented.

**Recorded vote # 17. MOTION CARRIED.**

**d) Youth Workers Committee**

Sister Lori Walton, Chairperson of the Youth Committee tabled a report. She introduced the members of the Committee who are stated in her report.

**m/s Lori Walton / Robyn Thompson**

To adopt the Youth Committee Report as presented.

**Recorded vote # 12. MOTION CARRIED. (Appendix 'H')**

**e) Equity Committee**

Sister Lori Walton, Chairperson of the Equity Committee, tabled a report on behalf of the Committee. She introduced the members of the Committee who are stated in her report. Sister Walton also informed National Council that the GSU Equity Committee will be meeting on November 6 and 7, 2018 in Ottawa.

**m/s Lori Walton / Daniel Charron**

To adopt the Equity Committee report as presented.

**Recorded vote # 18. MOTION CARRIED. (Appendix 'I')**

**f) Local Development Committee**

**m/s Lori Walton / Sue Soubra Boone**

Sister Lori Walton, Chairperson of the Local Development Committee tabled a report on behalf of the Committee. She introduced the members of the Committee who are stated in her report. She advised National Council that the Committee met on September 25, 2018 and that no changes were needed to the Terms of Reference. Sister Walton indicated that the draft TOR are posted on the GSU website and she requested that the updated version should be posted. Sister Walton advised National Council that the committee is working on various templates / tools to assist Locals.

To adopt the Local Development Committee report as presented.

**Recorded vote # 19. MOTION CARRIED. (Appendix 'J')**

**g) Education Committee**

No report.

**h) Collective Bargaining Committee**

No report.

### **i) Communications Committee**

No report. It was noted that a report will be presented at the next National Council meeting with recommendations to improve the tools on the GSU website. The lack of communication was raised at the Local President's Conference. Sister Walton advised National Council that she provided two orientation decks to the communications committee for review, one that was tailored for Shared Services Canada, and the other was tailored for members in Cape Breton. This is a very useful tool for the orientation sessions and could be beneficial for all locals to have access to, so they can tailor them to fit their needs.

### **j) Standing Discipline Investigation Committee**

No report. Brother Howard advised National Council that this committee is under review and that training will be provided to the new members of the Committee.

## **9) New Business**

### **a) Issues arising from Local Presidents' Conference**

The following are the three (3) key issues from the GSU Local Presidents' Conference 2018 meeting:

1. Communication
2. Representation
3. Mobilization

Brother Howard indicated that GSU will work with National Council to address these issues.

### **b) P3 Fightback Campaign**

Sister Walton advised National Council that Brothers Chris Aylward, PSAC National President and Greg McGillis, REVP NCR Region addressed this issue at the Local Presidents' Conference. She reiterated that the PSAC will be launching a campaign on October 2<sup>nd</sup>, 2018 to stop contracting out the heating and cooling plant operations in the National Capital Region.

## **10) New Business**

### **a) Membership Engagement and Mobilization**

Sister Walton indicated that it would be useful if GSU could write a story about each Local/members workplace and these could be posted on the GSU website. This could be done with the help of Regional Vice-Presidents and Local Presidents.

### **b) National Council Meeting**

Sister Walton indicated that she would like to introduce a motion in the future to rotate the National Council Meetings across the country.

**m/s Daniel Charron / Nicole Rousseau**

**THAT** the National Council meeting in 2020 be held outside of the National Capital Region and that costing for three (3) regions be provided at the next National Council meeting in August of 2019 in Montreal.

**Recorded vote # 20. MOTION CARRIED.**

## **11) Round Table**

The National Council meeting ended with a Round Table Discussion.

### **Summary:**

**Brother Charron:** He congratulated Brother Walsh as a GSU Life Member. He enjoyed his friendship and he wished him the best of luck as he will be retiring at the end of December 2018.

**Brother Sauvageau:** He stated that he is acting RVP while Sister Parent is away on leave. He thanked everyone for a great week. Brother Howard thanked him for stepping in as RVP.

**Sister Stein:** She thanked everyone and wanted to know if the GSU Newsletter would be re-introduced. Brother Howard indicated that this is something that the GSU office will reinstate.

**Sister Soubra Boone:** She thanked everyone for a great week and a special thank you to Sister Thomas for the accommodation.

**Brother Ladouceur:** He stated that two years ago he was an observer at the Local Presidents' Conference in Vancouver and now he is an RVP. He stated that it was a great week and that he respects everyone's opinions. Good debates.

**Brother Tessier:** Brother Tessier expressed that he enjoyed the week and that it is a very good learning process.

**Brother Carter:** Brother Carter stated that it was a great week and he congratulated Brother Walsh and he wished Brother Walsh all the best.

**Sister Barrette:** She enjoyed her week and she is looking forward to working with everyone.

**Sister Walton:** She enjoyed her week and wishes Brother Walsh all the very best. She thanked him for his continued support, knowledge and especially their friendship.

**Sister Turcotte:** She thanked everyone for a great week. She now has a better understanding of the work Sister Thomas does organizing such an event.

**Sister Desrosiers:** Sister Desrosiers expressed that it was a fantastic week and that it was a pleasure working with everyone.

**Brother Walsh:** Brother Walsh indicated that it was a fantastic week and that the GSU staff are wonderful.

**Brother Howard:** Brother Howard indicated that this was a great conference. He thanked the National Council for their dedication and support. Lastly, Brother Howard thanked everyone involved and the staff for an amazing week.

## **12) Adjournment**

The meeting adjourned at 5:05 p.m.

**MOTION CARRIED.**

## Recorded Votes

Legend 1. Yes 2. No 3. Abstain 4. Absent	Amended Agenda	Minutes of January 24, 2018	Special Conference call minutes Feb. 16, 2018	NP Report – Randy Howard	NVP Reports– L. Walton & M. Babcook	RVP Reports	F3 – Audited Financial Statement	F4 – Appointment of Auditors 2019	F5 – Motion to Amend Reg. 5	Report of the Financial Review Committee
<b>Vote Number</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>
Babcook, Martine	4	4	4	4	4	4	4	4	4	4
Bush, Kelly	4	4	4	4	4	4	4	4	4	4
Charron, Daniel	1	1	3	1	1	1	1	1	1	1
Cunning, David	1	1	1	1	1	1	1	1	1	1
Doucet, Shanny	1	1	1	1	1	1	1	1	1	1
Drozdzowski, Anthony	1	1	1	1	1	1	1	1	1	1
Hamel, Mélanie	1	1	3	1	1	1	1	1	1	1
Harding, Linda	1	1	1	1	1	1	1	1	1	1
Ladouceur, Pascal	1	1	3	1	1	1	1	1	1	1
McQuaid, Jim	1	3	3	1	1	1	1	1	1	1
Rousseau, Nicole	1	1	3	1	1	1	1	1	1	1
Roy, Bruce	1	1	1	1	1	1	1	1	1	1
Sauvageau, Serge	1	3	3	1	1	1	1	1	1	1
Stein, Reni	1	1	1	1	1	1	1	1	1	1
Soubra Boone, Sue	1	1	1	1	1	1	1	1	1	1
Thompson, Robyn	1	1	1	1	1	1	1	1	1	1
Walsh, Bill	1	1	1	1	1	1	1	1	1	1
Walton, Lori	1	1	1	1	1	1	1	1	1	1
Williams, Larissa	1	1	1	1	1	1	1	1	1	1
Howard, Randy	1	1	1	1	1	1	1	1	1	1

## Recorded Votes

Legend 1. Yes 2. No 3. Abstain 4. Absent	Report of the By-laws and Policy Committee	Report of the Young Workers Committee	Motion to divide – Life Membership & Award of Merit - Robert Cameron	Motion to divide – Life Membership & Award of Merit Bill Walsh	URC TOR - Amended	Motion – Bob Haywood	Report of the URC	Report of the Equity Committee	Report of the LDC	National Council meeting - 2020
<b>Vote Number</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Babcook, Martine	4	4	4	4	4	4	4	4	4	4
Bush, Kelly	4	4	4	4	4	4	4	4	4	4
Charron, Daniel	1	1	3	1	1	1	1	1	1	1
Cunning, David	1	1	1	1	1	1	1	1	1	1
Doucet, Shanny	1	1	1	1	1	1	1	1	1	1
Drozowski, Anthony	1	1	1	1	1	1	1	1	1	1
Hamel, Mélanie	1	1	1	1	1	1	1	1	1	1
Harding, Linda	1	1	1	1	1	1	1	1	1	1
Ladouceur, Pascal	1	1	1	1	1	1	1	1	1	1
McQuaid, Jim	1	1	1	1	1	1	1	1	1	1
Rousseau, Nicole	1	1	1	1	1	1	1	1	1	1
Roy, Bruce	1	1	1	1	1	1	1	1	1	1
Sauvageau, Serge	1	1	1	1	1	1	1	1	1	1
Stein, Reni	1	1	1	1	1	1	1	1	1	1
Soubra Boone, Sue	1	1	1	1	1	1	1	1	1	1
Thompson, Robyn	1	1	1	1	1	1	1	1	1	1
Walsh, Bill	1	1	1	1	1	1	1	1	1	1
Walton, Lori	1	1	1	1	1	1	1	1	1	1
Williams, Larissa	1	1	1	1	1	1	1	1	1	1
Howard, Randy	1	1	1	1	1	1	1	1	1	1



## **Appendix 'A' – Amended Agenda**

### **GSU National Council Meeting**

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**Friday September 28, 2018 – Hilton Lac-Leamy, Gatineau, QC Salon Suzor-Cote/Delfosse**

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1) Call to Order 9:00 am

2) Approval of Agenda

3) Hours of Session

4) In Camera Session

5) Approval of Previous Minutes

- a) Minutes of January 24, 2018 (Marriott Hotel)
- b) Special Conference Call of February 16, 2018

6) **Business arising from the previous minutes**

**Action items:**

- a) Next Local Presidents' Conference (August 2019 – Montreal)

7) **Officers' Reports**

- a) National President's Report
- b) National Vice-Presidents' Reports
- c) Regional Vice-Presidents' Reports

8) **GSU Committee Reports**

- a) Financial Review Committee
  - Motions
- b) By-laws Committee
- c) Union Recognition Committee
  - Motion – Life Membership - Robert (Bob) Cameron
  - Motion – Life Membership - Francis MacArthur
  - Motion – Life Membership - Bill Walsh
- d) Young Workers Committee
- e) Equity Committee
- f) Local Development Committee

- g) Education Committee (No report)
- h) Collective Bargaining Committee (No report)
- j) Communications Committee (No report)
- l) Standing Discipline Investigation Committee (No report)

**9) New Business**

- a) Issues arising from Local Presidents' Conference
- b) P3 Fightback Campaign

**10) Other Business**

- a) Membership engagement and Mobilization
- b) Local Feature
- c) Next National Council Meeting in 2020

**11) Round Table**

**12) Adjournment**

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

### **GSU Local Presidents' Conference September 2018, Gatineau QC**

In accordance with Government Services Union By-laws, I hereby submit my report.

It is hard to believe it has already been one year since convention. I can only attribute the passing of time to the immense amount of work we are doing to support our members throughout the country. We continue to meet with the Employers from Public Service and Procurement Canada, Shared Services Canada and Royal Canadian Mint. The support, training and representation continue to be the focus for GSU. We continue to support our members at the Miramichi Pay Centre that continue to try and pay public service members with an inadequate system. We are continuing to meet with Shared Services Canada as they implement their organization changes and job classifications.

With the unfortunate and unanticipated passing of Brother Robert (Bob) Haywood, both a friend and a colleague to all of us at GSU, we were left with an immense amount of work to accomplish. If not for the assistance of Sister Maria Thomas, GSU would have been in a serious state of disarray. I want to personally thank Maria for the dedication to GSU National Office, National Council, Locals and members of GSU.

Although we have a new government whose campaign promise was to respect Public Service workers, we are not seeing much change from the previous government. Collective Bargaining has commenced yet the Employer does not bring individuals that are able to make decisions. I want to encourage all of you to speak publicly about your jobs as Public Service Workers, talk about the quality public services that each and every one of you provide with pride to Canadians each and every day. And most importantly, speak with your MP on the need for this government to negotiate a fair and equitable collective agreement.

The pay system is continuing to be the centre of everyone's work. We continue to meet with TBS and PSPC with the message they need to pay Public Service Workers on time and correctly. Both the Auditor General's Report and the Senate Report solidified what the Union was telling the Employer from the beginning. Now they are trying to find a solution with the 16 million dollars to invest in trying to find or replace the Pay System. We continue to remind the Employer that the Centre of Expertise will remain in Miramichi and our members are willing and able to assist in this endeavor. We have highly intelligent and dedicated members that will assist and that there is no need to contract these projects to the private sector.

At the core of our organization are the Brothers and Sisters who do the work of supporting the membership, the Locals and National Council. I am so proud of the dedication shown each day by the entire GSU national office staff. Not only do they provide the necessary administrative support, but they care about the elected officers and volunteers within GSU.

Danielle Laprade, Logan LaFleur, both provide administrative support to the GSU National office, Diane Turcotte administratively supports the Representation Section, Jennifer York is responsible for GSU technology issues along with membership.

Stephanie Ehler and Paulette Michon-Hamelin support GSU members and Locals in matters relating to grievances and medical disability.

The GSU management team is comprised of Monique Desrosiers - Finances, Erik Gagné - Senior Representation. We have created a new position of Executive Coordinator and hope to have this position filled in the near future. This group has been instrumental in support of their sections, delivering day to day operations and most importantly, being available to assist the locals, answer questions, or providing each of us with much needed technical advice and guidance.

And certainly not last, Sister Maria Thomas who is the Executive Assistant to the National President, and who has taken on the additional duties of the Advisor position has ensured that I am organized, kept current, prioritized issues, and kept us all accommodated when we travel, without her I would never be able to do my job. I am truly thankful for her dedication and for taking on the additional duties required until we can fill the vacant position.

## **GSU Finances**

Under the guidance of Sister Monique Desrosiers GSU Finance Officer, GSU finances have been provided with daily oversight and the required administration to ensure accurate reporting and accountability. Payables, receivables, payroll, investments form a part of the daily activities and responsibilities by the GSU Finance section.

Along with the GSU Finance Committee-Sister Martine Babcook (replacing Sister Kelly Bush), Sister Nicole Rousseau, Sister Linda Harding, Brother Bill Walsh and Brother Steve Colterman to review all financial transactions and review of the GSU budget prior to the National Local Presidents' Conference.

I want to personally thank all our members in Miramichi for their unwavering dedication to their clients, to the support of each other as Miramichi continues to evolve into the center of expertise for Government of Canada pay administration and look forward to the opportunity to support them over these next two (2) years.

## **Government Services Union – Employers**

### **Shared Services Canada**

SSC has now had an opportunity to reflect on its current organization, perform job classification reviews, organization changes, etc. and our members are feeling the department is reverting backwards. Job Descriptions and classification did not come out as favorably as we had anticipated for all our members. We continue to represent and support our members working with Shared Services Canada to ensure they have clear and concise job descriptions and are classified accordingly.

We still have many issues relating to National Consultation vs Regional and now Branch Consultation is proceeding within SSC. We have a solidarity agreement with our Brothers and Sisters at PIPSC as it relates to consultation with this Employer.

### **Public Services Procurement Canada**

All matters relating to Phoenix fall within PSPC and this continues to be the most stressful time for our members as a result of the Government of Canada's Pay Transformation. Not only are there pay issues for many public service workers but the community of Compensation Advisors, our GSU Brothers and Sisters, are continuing to work under immense pressure to ensure timely payroll every two weeks. With the creation of PODS (suggested by our members at the Pay Centre) we are being advised the departments being serviced by the POD teams are showing promise and improvements. The dedication of this incredible group of Compensation Advisors, working in less than ideal conditions with still less than ideal "tools", surpasses any commitment that I thought possible.

The Government of Canada Pension Centre in Shediac, NB and NCR, continue to thrive. Our members are now administrating the PSSA, RCMP SA and the CFSA. Retirees should not delay retiring as the Pension Centre is continuing to pay pensions.

Real Property continues in its long-term approach of divesting itself of its long-held mandate of property management as it leverages the private sector to manage federal assets. Real Property has set its course for the future both in its management of current assets and to the future of project management relationships.

Changes like; Workplace Renewal Initiatives, Activity Based Workplaces, Novus, GC Docs, and Sigma, should all be re-evaluated in an effort to not duplicate the results experienced by the aggressive release of Phoenix.

With all of these changes within PSPC there has been changes in branches as well. The ABCB has been split in two and now we have Pay Administration Branch and Receiver General and Pension Branch. The Chief Information Officer Branch (CIOB) is now Digital Services Branch (DSB). These changes all add additional work for GSU National Officers with more departmental consultation meetings.

### **Royal Canadian Mint**

The Royal Canadian Mint and its very stoic management have been the most challenging employer. The Bargaining Team is ready to negotiate a new contract and again, we are hoping the Mint Negotiating team will negotiate a fair and equitable contract for our members.

The Royal Canadian Mint has a two-step grievance process, and this has proven challenging for the GSU Representation staff, but the work and support provided by the Local Presidents and the Mint RVP has gone a long way to support RCM members over the years. At the 2017 Convention, the delegates elected Brother Daniel Charron as Regional Vice President for the Mint. We have spoken with Labour Relations in an effort to establish a grievance committee to mediate and/or negotiate settlements for our members working at the two Mint locations.

I would encourage all RCM elected offices continue to push the RCM to engage in a proactive consultative process with them and to support labour/management consultation.

In closing, I want to thank you for your support throughout this first year of my mandate. I am looking forward to the next two years and the work to evolve GSU into the future. I also want to thank each and everyone one of you for the support and representation you give to our members.

In Solidarity,

Randy Howard

National President  
Government Services Union, PSAC

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

Since becoming National Vice-President in September of 2017, I have shadowed the National President for the last year, attending National Board of Directors Meetings as Brother Howard's technical advisor and acting on his behalf when he is away on Annual Leave. Brother Howard is the co-chair of the National Health and Safety Policy Committee, as well as the National Labour Management Consultation Committee. As part of the role of NVP myself, sister Walton, and sister Bush attend these meetings alongside brother Howard.

My report last year indicated the stresses of members with Phoenix and its issues, it's a shame after 2 years of implementing Phoenix that our members are still not being paid correctly or on time. Facebook Campaigns by PSAC on Phoenix are making their rounds, I encourage you to sign petitions and share. GSU lost a valuable staff member Bob Haywood, he was my go to guy for new portfolios like the Communications Committee as well as Collective Bargaining Committee. We met with the Collective Bargaining team in November 2017 to submit the resolutions to the PSAC. However, we did not have the chance to get the Communications Committee up and running to our satisfaction.

I continue to co-chair the CIOB (Chief Information Officer Branch), ongoing topics of discussion are, Talent Management and Mental Health Strategies. Alongside myself Brother Bruce Roy, Brother Peter O'Neill, and Brother Howard attend these meeting quarterly.

Myself, Brother Howard, Brother Perter O'Neill, Brother Steve Colterman, and Sister Shanny Doucet, attended the PAB (Pay Administration Branch) consultation. The employer has implemented pod systems which seem to be working at this time, issues are being resolved as they appear. However, there is still a long road ahead.

I also sit on RGBP (Receiver General & Pension Branch) and a meeting is scheduled after my report.

The week of March 26th, 2018, I replaced Sister Bush at the Collective Bargaining Conference, Brother Michel Maheux is part of the bargaining team for SV group and Sister Shanny Doucet is the Alternate for the Atlantic Region for the PA group. Bargaining for PSAC has begun meetings with Treasury Board in May and July, the next meeting is scheduled for October. Negotiations for the Royal Canadian Mint have also started, they met with the employer in July and August and the Public Service Officers (PSO) are scheduled to start sometime in the fall of 2018.

I also replaced Sister Bush on the PSAC Finance Committee, we met for pre-conference from February 17th to February 23rd, 2018.

The Finance Committee presented a budget at Convention that was passed and included increased spending in the areas of education, human rights and health and safety. The budget included a small ongoing dues increase that provides for growth in programs and services to members and the hiring of additional staff.

During convention delegates also debated resolutions that involve spending on campaigns or issues not included in the budget. After the convention, the union will provide more information on the new dues rate that starts in 2019.

I am also the Acting Co-chair of the Finance Committee while Sister Bush is on leave. Sister Monique Desrosiers continues to keep me informed of the financials and the Finance Committee will be meeting in September and we will present a report to the Local Presidents' Conference.

Here is a list of meetings I have attended and included the ones I have up until the Local President's Conference.

- October 17-20, 2017 PSAC National Board of Directors (NBOD)
- October 20<sup>th</sup>, 2017 CIO Branch Consultation (CIO)
- November 20<sup>th</sup>, 2017 National Labour Management Consultation (NLMCC)
- November 2017 NBOD
- January 22-24, 2018 National Council
- January 25<sup>th</sup>, 2018 National Health & Safety (NHS)
- February 15<sup>th</sup> Regina Local Annual General Meeting (AGM)
- February 17<sup>th</sup> to February 23<sup>rd</sup>, 2018 PSAC Pre-Convention Finance Committee meetings
- February 26 to 28<sup>th</sup> 2018 Bargaining with AEU for GSU Staff
- March 13<sup>th</sup> to 15<sup>th</sup> 2018 Bargaining with AEU for GSU Staff
- April 29<sup>th</sup> to May 4<sup>th</sup> PSAC Convention
- June 1<sup>st</sup>, 2018 National Labour Management Consultation
- June 4<sup>th</sup>, 2018 Real Property Branch (RPB) Labour Management Consultation
- June 5<sup>th</sup>, 2018 PAB Labour Management Consultation
- June 19<sup>th</sup> – 21<sup>st</sup> 2018 NBOD
- August 17<sup>th</sup>, 2018 CIO Branch Labour Consultation
- September 6<sup>th</sup>, 2018 RGPB Labour Consultation
- September 12-13, 2018 Finance Committee

I would like to thank the GSU staff for their continued support in my role, each one of you have helped me when asked without hesitation. I want to acknowledge the many RVP's and Local Presidents that have accompanied me on consultations and provide their input and participation as well as the members on the Finance Committee, Collective Bargaining, and Communications Committee. Thank you to Sister Walton for her continued support and Sister Bush, I wish her a speedy recovery. As well Brother Howard for your continued support and direction. And always my husband Darcy in his continued support in what I do for GSU.

In Solidarity,

Martine Babcook  
NVP GSU



## **Appendix ‘C’ - Report of the National Vice President, Lori Walton**

### **To National Council**

It will be a full year since my last report. New Leadership, new council members, new portfolios. Since Convention, I have been extremely busy, my assigned portfolios are: With Public Services and Procurement Canada (PSPC):

- Real Property Branch Consultation (RPLMCC)
  - Cliff Heating Plant Joint Committee
  - GC Workplace (Activity Based Workplaces or Workplace 2.0)
- Corporate Services Labour Management Consultation Committee (CSLMCC)
- National Health and Safety Policy Committee (NHSPC)
  - Psychological Health and Safety Committee
- National Labour Management Consultation Committee (NLMCC)
- \* Joint Employment Equity and Diversity Committee \* (JCEED) \*until Sister Bush returns

With Shared Services Canada (SSC):

- Mental Health Advisory Committee (MHAC)
- Human Resources Labour Management Consultation Committee (HRLMCC)
- National Work Force Adjustment Committee (NWFAC)
- National Health and Safety Policy Committee (NHSPC)
- National Labour Management Consultation Committee (NLMCC)

My assigned Government Services Union portfolios are:

- Local Development Committee (LDC)
- Young Workers Committee (YWC)
- \* Equity Committee \* (EC) \*until Sister Bush returns
- PSAC's P3 Fightback Campaign
- \* PSAC's National Human Rights Committee (NHRC) \*until Sister Bush returns

My assigned Public Services Alliance of Canada portfolio:

- Federal Informal Conflict Management Systems Network (Federal ICMS Network)

I am honoured to be the recipient of one of three scholarships from PSAC to attend the Labour College of Canada. I am on an 18-month track to complete the program. The program consists of 3 sessions that include 4 weeks online and 1 week in person. Between those formal sessions we have project work to complete to ultimately implement or present at the end of the 18-month period.

**PSPC NHSPC** – This portfolio is shared amongst all the NVPs and is co-chaired by the National President. Our recent and ongoing discussions included review of Regional / Area Health and Safety Committee Requests, Workplace Solutions (ABW/GC

Workplace), NOHS Program Update, ESDC Assurances of Voluntary Compliance and Directions, Custodian Departments Asbestos Inventories Update, Mental Health, Hazard Prevention Program and Hazard Identification. We review all PSPC Workplace Health and Safety Policies and approve them for implementation.

**PSPC RPLMCC** – As the Co-Chair of the Real Property Services Consultation our most frequent and detailed discussions is around Activity Based Workstation or GC Workplace Initiatives. We continue to raise the concerns our members have across this country regarding the implementation of this initiative surrounding health and safety both psychological and physical. Ongoing discussion is the RPN or Real Property Renewal which is an extension of the RP1 and RP2 contracts. We have raised concerns over the BGIS contract implementation and lack of consistence. The department acknowledged they are in the process in performing a technical review. As well we are keeping a close eye on the plans for the Cliff Street Heating Plant (Energy Services Acquisition Program) as well as the jobs of our members who work at the Borders. We continue to ask about RP SIGMA (NOVUS) and when we might expect to have access to all the tools our members need from that system (reporting continues to be nightmare). We have requested a branch break down on the PSES results and have discussed what the branch is going to do to try to improve the numbers regarding Harassment. I have raised all issues that National Council and our members have asked me to at the National level that have a broad impact (National Scope).

**PSPC NLMCC** – This portfolio is also shared amongst the NVPs and is co-chaired by the National President. Subjects discussed GC Workplace, Workplace Renewal Initiative, Mental Health and Wellness; Implementation of Enhancements to the Integrity Regime, Pay Related Items, HR-to-Pay Update, Pensions, Occupational Group Structures. I have asked that this meeting is made longer as we are continuously running out of time and discussion is limited. The request was noted, and we are hoping to see our NLMCC in September have more time for fruitful discussions.

**SSC HRLMCC** – GSU membership is about 1/5 of the unionized workers at SSC. PIPCS takes the lead as co-chair in all the consultation committees. Topics discussed are the staffing and recruitment strategy, Career and Leadership Development, ICMS, Disability Dashboard, Compensation Dashboard, Grievance Report, Occupational Group Structures. Again, true to form the employers do not allot enough time for consultation discussions to be had, I have requested that we expand our consultation committee meeting time to ensure fruitful discussions.

**SSC NLMCC** – Items that have been discussed are Budget 2018, Cloud Brokering, Email Transformation Initiative, Activity Based Workplace and Accommodation Strategy, Leadership Express Survey, National Public Service Week. The department has decided, against the bargaining agents wishes, to reduce the number of consultation meetings. This will be raised at the next NLMCC scheduled for September.

**SSC NHSPC** – Items discussed are Activity Based Workplace, Mental Health Action Plan, Security and Emergency Management, Incident Report, OSH Training, Hazard Prevention Program, Network of Workplace H&S Committees, Occupational H&S Representatives, Violence Prevention Program, Communications, Bill C-65, Terms of Reference. We have also asked for additional time on this meeting as H&S is extremely

important and SSC is still a very young department and is not advanced in their H&S program.

You will find the reports from the GSU Internal Committees that are in my portfolio in a difference section of this binder.

I have been liaising with the Public Services Alliance of Canada on several initiatives; the P3 Fight Back Campaign, Activity Based Workplaces, and Informal Conflict Resolutions Systems.

I am the Co-Chair representing all Bargaining Agents on the Federal ICMS Network. My responsibilities are to reach out to the other bargaining agents, solicit concerns they may be facing in their departments and agencies and raising them forward for discussion at the Federal ICMS Network meetings. I am part of the executive committee which helps determine the strategic direction of the Network. Our network was highlighted this year in the Prime Ministers Report.

I would like to acknowledge Sister Kelly Bush. Through out her health battle she has strived to keep apprised of our members concerns and has made it a point to have regular discussions with me regarding various consultation portfolios as well as contributing her thoughts to various initiatives I personally was undertaking on behalf of our membership. I look forward to having Sister Bush back with us after her recovery is complete in 2019.

Working with a new team can be challenging especially when there are some gaps in key positions, however I commend Brother Howard on doing his best in this steep learning curve. No one said the job would be easy, it is thankless and never ending. It has been a pleasure continuing to work with Sister Babcook. We all have different ways of approaching things and I like to believe that those diverse points of view will provide benefits for our membership.

A huge thank you to Sister Maria Thomas, who in addition to having a new boss, losing a trusted friend and stepping in to take on additional workload while staffing moves forward, she is always available, professional and extraordinary. She pulled together a wonderful conference for our Local Presidents and is someone who has 27+ years of experience with our organization, her knowledge is immensely valuable to all members. Thank you, Maria, for all that you do!

It is always a privilege to serve GSU members.

Humbly Submitted,



<b>Date</b>	<b>Location</b>	<b>Activity</b>
<b>2017</b>		
October 2	Ottawa	Federal ICMS Network Executive Meeting
October 2	Ottawa	PSPC Psychological Health & Safety Working Group
October 4	Ottawa	Federal ICMS Network Meeting
October 5	Halifax	Dry Run for CR Day Panel WebEx
October 11	Halifax	Meeting with REVP
October 18	Halifax	Reconcil Action Workshop
October 19	Halifax	CR Day Panel WebEx
October 20	Halifax	CCPA Fundraiser
October 25	Halifax	ICMS Planning Discussion
		GSU Internal Committees
October 26	Halifax	ABW discussion with PSAC H&S
October 28-29	Halifax	HDDLDC Troublemakers Conference
November 3-5	Halifax	Organizing for the Long-Haul Conference
November 4	Halifax	NSFL Gen Resolutions Committee Meeting
November 5-8	Halifax	Nova Scotia Federation of Labour Convention
November 14	Halifax	GSU Local 80052 AGM
November 15	Halifax	Policy Forum on Federal Poverty Reduction Strategy
November 20	Ottawa	PSPC NHPSC
November 21	Ottawa	NVP – NP Meeting
November 22	Ottawa	PSPC RPLMCC
November 27	Halifax	NS Area Council 1 Meeting
Nov 30 – Dec 3	Ottawa	PSAC Leadership Training
December 4 – 15	Ottawa	Replacing National President
December 4	Ottawa	Meeting with HR Branch (PSPC)
December 5	Ottawa	Consultation SSC
	Ottawa	PSPC Psychological Health and Safety Committee
December 6	Ottawa	Meeting with C. Aylward re PSAC Budget
	Ottawa	NBOD Phoenix Sub Committee
December 7	Ottawa	ABW with PSAC H&S Officer
December 10	Ottawa	International Human Rights Day Event – PSAC HQ
December 11	Ottawa	SSC NHSPC

December 11	Ottawa	Via teleconference Halifax Human Rights Committee Meeting
December 12 – 14	Ottawa	PSAC National Board of Directors Meeting
December 14	Ottawa	SSC HRLMCC
December 15	Ottawa	SSC NLMCC
December 17	Halifax	Halifax Human Rights Committee Community Volunteering
December 25 – 29	Halifax	Vacation
<b>2018</b>		
Jan – Feb 2	Online	Labour College of Canada
January 8	Halifax	Solidarity Halifax General Meeting
January 16	Telecon	PSPC Psychologic Health and Safety Committee
January 28	Telecon	Federal ICMS Network Bargaining Agent call
January 23-24	Ottawa	GSU NC Training
January 25	Ottawa	PSPC NHSPC
January 30	WebEx	Practice Pillar Event on Mental Health (Federal ICMS Network)
February 1	Telecon	Federal ICMS Network Executive Meeting
February 3 – 9	Harrison, BC	Labour College of Canada
February 13	Telecon	PSPC Psychological Health and Safety Committee
February 16	Telecon	Special NC Conference Call
February 18 – 23	Ottawa	PSAC Pre-Convention Committee Meetings
February 26 – 28	Ottawa	AEU Bargaining
March 1	Ottawa	Federal ICMS Network Planning Meeting
March 6	Telecon	SSC Consultation re: Canadian Cyber Security Centre
March 12	Ottawa	PSAC/GSU Local 70023 Strategy Planning Meeting
March 12 – 15	Ottawa	AEU Bargaining
March 19	Ottawa	PSPC NHSPC
March 21	Telecon	SSC Consultation re: LMCC Framework
March 22	Telecon	PSPC JCEED

March 26	Telecon	SSC – Org Change
April 3	Telecon	SSC – Classification Files (according to Employer)
April 4 – 5	Ottawa	SSC various consultation
April 10	Ottawa	GSU Local 70023 info session
April 11	Ottawa	Meeting with National President
	Ottawa	SSC Mental Health Director Meeting
April 12	Ottawa	SSC HRLMCC
April 12	Ottawa	PSAC Convention Prep with National President
	Ottawa	SSC NLMCC
April 24	Ottawa	PSPC ABW (GC Workplace) Tour with PSAC H&S Officer
April 25	Ottawa	SSC Mental Health Advisory Committee
April 26	Ottawa	SSC Adhoc Consultation Meeting
April 29 – May 4	Toronto	PSAC National Triennial Convention
May 9	Telecon	SSC Adhoc Consultation Meeting
May 15	Halifax	Lobby MP Geoff Regan
May 18 – 23	NYC	Vacation
May 28	Halifax	NS Area Council 1 Meeting
June 1	Ottawa	PSPC NLMCC
June 3 – July 6	Online	Labour College of Canada
June 4	Ottawa	SSC MHAC Terms of Reference
	Ottawa	PSPC Real Property Labour Management Consultation
June 5	Telecon	PSPC Psychological Health and Safety Meeting
June 6	Telecon	GSU Local Presidents Conference Planning with Jen Hayward
June 11	Telecon	PSPC Trans Support Guide
June 12	Ottawa	PSPC NHSPC
June 13	Ottawa	SSC Mental Health Advisory Committee
June 14	Ottawa	PSPC DM Awards Ceremony
June 15	Ottawa	PSPC ADM Awards Ceremony
June 18	Ottawa	SSC NHSPC
	Ottawa	SSC Meeting new ADM
	Telecon	Halifax Human Rights Committee Meeting
June 19	Ottawa	SSC ABW (GC Workplace) Tour – Skyline

June 21	Ottawa	PSPC JCEED
	Ottawa	SSC Consultation re: Acct Model
	Ottawa	Federal ICMS Network Executive Meeting
June 22	Ottawa	PSPC Accessibility Workshop
June 25	Ottawa	GSU Local 70019 Lunch and Learn
June 27	Telecon	NP-NVPs call
July 3	Telecon	NP-NVPs call
July 7 – 13	Cornwall, On	Labour College of Canada
July 11	Telecon	SSC – Consultation over lunch
July 16	Telecon	PSAC P3 Fight Back Campaign
July 17	Telecon	SSC Ombudsman
	Telecon	NP-NVPs call
July 18	Telecon	SSC Consultation
July 24	Telecon	NP-NVPs call
July 31	Telecon	NP-NVPs call
August 7	Telecon	NP-NVPs call
August 10 – 17	North Bay	Vacation
August 23	Ottawa	Federal ICMS Network Meeting
August 27 – 31	Winnipeg	Local Development Training
September 6	Ottawa	GSU Local 70023 LMCC
September 10	Ottawa	PSPC NHSPC
September 11		NP-NVPs call
September 12	Ottawa	SSC Mental Health Advisory Committee
September 18	Ottawa	PSPC NHSPC
September 20	Ottawa	PSPC JCEED
September 24 – 28	Ottawa	National Local Presidents Conference / National Council

## **Appendix 'D' - Regional Vice-Presidents Reports**

### **Appendix 'D' - Report of the Regional Vice-President, David Cunning Ontario Region**

Yearly Report

2018-07-31

As my 10<sup>th</sup> year as GSU RVP for Ontario, it is a bit challenging writing these reports as it always seems that we are busy doing Union work. There are the reoccurring common issues such as out-dated work descriptions, pay centralization issues, and creating and maintaining healthy workplaces. The past year has also seen an increase in Public Service Commission cases and Staffing issues.

The London Local recently had their Annual General Meeting (AGM) where Debi Bannon was again elected as the Local President. Earlier this year the Toronto Local had their AGM which resulted in a new Local President, Azra Jusuf, as well as some other new people as part of the Local Executive. The Kingston/Belleville Local is still without an Executive and is something that needs to be addressed with GSU and my co-Ontario RVP, Sue Soubra.

The Toronto Local is still undergoing a Workplace Modernization which will significantly change the ways in which our members perform their work and responsibilities. Like any change, this will be a challenging time for our members as they get used to adapting to the new ways of working.

I have continued my role as co-chair of the Regional Union Management Committee and Regional Health and Safety Committee as well as being an advisor to the Harassment Advisory Committee. Within GSU, I am a member of our Local Development Committee and the chair of the By-Laws Committee. I attended GSU's Convention in September 2017 as well as the PSAC Convention in May 2018.

I would also like to thank our former RVP, Dave Thomson, who continues to work to benefit our members when called upon, specifically as the Chair of a Steering Committee to help improve the working conditions of our members in the National Service Call Centre. Additionally, I would like to thank all the Local Executive members in Ontario Region, Sue Soubra as my co-RVP, GSU National Council and the GSU staff for their on-going support.

In solidarity,  
David



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

### **Report for the Period of October 2017 to July 2018**

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. I have been following this very closely and I can tell you that even though my listing shows that I have 1625 members (from 4 different locals), the reality is closer to 2000 members.

#### **Local 60009 Moncton (Real Property Branch and Pay Office):**

This local used to be only Real Property Branch, since January 2018 we are now including over 100 new hires in different buildings in Moncton for the Satellite Pay Office. That meant meeting new members, having them signed their union cards, recruiting members to form the Health and Safety Committees in buildings where there was no committee in place. We also recruited shop stewards to help the current executive with the increase in membership.

#### **Local 90031 Charlottetown (Real Property Branch and Pay Office):**

This local also used to be only Real Property Branch and since January 2018, are including new hires. I do not know the exact numbers since I've been told approximately 65 but then I was told that a second group started that could bring the numbers well over 100. Lists are yet to reflect any of the new hires in Charlottetown. Because of the increase of membership in Charlottetown, an increased effort must be made to have an active local with shop stewards. As it stands currently (July 2018), the local only has a Vice-President and a Treasurer. I have been participating in their monthly LMCC (Real Property Branch) meeting, since May 2018. I was not included in the invite until, the Local President left on Maternity Leave. I have since then asked the Director to include me and the VP in any further LMCC invite.

#### **Local 60018 Shediac (Pension Centre, Pay Office):**

This local has well over 800 members working in 4 different buildings in Shediac, NB. These members work for the Government of Canada Pension Centre. Consultation and Information sharing between Union and Management has been the key to keep the amount of grievances at a very low level. The local executive is very new and they are trying their best to continue to recruit and keep members engaged in participation. We need to continue our effort to recruit more shop steward and focus on bilingualism as currently the executive and shop stewards are anglophone. The local often participate in different activities organized by the social committee. The most recent being during

National Public Service Week (NPSW), the local purchased snack size ice cream containers in different flavours from Chapman's ice cream and did an information kiosk to distribute the ice cream to not only the members but for all personnel. I attended their last AGM in November 2017. At the time I was newly elected RVP, and previously I was the local President. The first VP stepped in to become the President, she has since resigned and the 2<sup>nd</sup> VP is currently assuming the role of President until the next AGM scheduled in November 2018. I continue to attend and participate at their monthly UMCC meeting.

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 to pay pensions. There is still well over 100 different work arounds that our pension experts and pension assistants must do daily to pay everybody accurately and on time.

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

This local has well over 800 members located in 3 different buildings in Miramichi, NB. This local has doubled in membership in the last year and a half and they continue to grow. They have a good executive and shop stewards who want nothing more than to help their members. I attended the Local AGM on March 21<sup>st</sup>. The local President, Peter O'Neill is helping with a study on Mental Health in the Workplace with Dr. Quesnel and the Ombudsmen on Mental Health, André Latreille. They launched a Nationwide survey in June 2018, to be completed by members of the Pay Centre/Pay Office across Canada. Over 1100 responded to the survey. Mr. Latreille will now continue the study with one on one interview with members located in Miramichi, Gatineau and Winnipeg. The Pod system was launched recently with 4 department, Miramichi has 3 Pods and Gatineau has one Pod so far. More Pods will be added in the Fall. A listing of departments who will be gradually implemented into Pods has been established and the rollout will continue until 2019. Positive results with the first departments so far. I am also proud to mention that at the last Pay Administration Branch Consultation held in June, the ADM Marc Lemieux, congratulated the employees in Miramichi for their proposal of the Pods. It is a recognition that the employees (our members) in Miramichi know what they are doing and know what works and doesn't work with the Phoenix system.

I had the opportunity to visit the 3 buildings in Miramichi with PSAC REVP Atlantic, Colleen Coffey and Local 60011 President Peter O'Neill on June 27th. We spent a full day meeting with members one on one, walking the floor, presenting ourselves, explaining our roles and letting members asking us questions. For the most part, we received excellent feedback and they were happy to meet with us. We shared, that now the members from coast to coast to coast, seem to understand that if they are not being paid correctly or on time, it is not because of the members but because of a system called "Phoenix". Even though they appreciated what was said, there is a feeling that PSAC's campaigns and media release, gives a different message. Some members feel that, the focus is kept on the fact that members continue to work without being paid correctly and on time, but we continue to agree that retro for signed collective agreement will be paid within 150 days from the date it was signed as an example.

Well, just that example, means for the members in Miramichi that they will have to work more overtime to meet those targets. In the last few months alone 6 collective agreements were signed, that creates a backlog and with numerous backlogs, then where is the priority? That is just an example that, they continue to hire employees to work for the Pay Centre but at the CR5 level (Compensation Assistant), and not compensation advisors. GSU needs to push the employer to focus their hiring process on compensation advisor vs compensation assistant. The most recent statistics I received in July, is that the current selection processes are almost complete and in September they will hire 150 CR5 and 40 AS2.

I recently received a report on the number of Grievances currently active for 2 of my locals. It is shocking to know that there are 220 grievances, waiting to be heard at different levels. Some of which date as far back as April 2014.

The National Committee I sit on is the Union Recognition 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 twice a year in Halifax, NS. Consultation with the employer at the National level were held as scheduled. In the Fall of 2017, ABCB was divided and is now RGPB (Receiver General and Pension Branch) and PAB (Pay Administration Branch). I continue to participate in consultation with both Branches. The focus of the consultations continues to be Phoenix and now we have added Telework discussions. Pilots were launched with both the Pension Centre and the Pay Centre in the Spring of 2018. The Pilot seems to be going very well with little adjustments that had to be made.

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 Vice-President with the portfolio for Women's issues (Women, Pay Equity and Childcare). I am also the Co-Chair of the Pay Equity Working Group with the Associate Deputy Minister of the Women's Equality Branch from the Executive Council Office of the Government of NB. I am on National Working Group on Pay Equity with the CLC as the NB Representative. 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 parent 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 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

**Appendix 'D' - Report of the Regional Vice-President,  
Anthony Drozdowski  
Nova Scotia**

Sisters and Brothers:

Our Collective Agreements are expired, and it's time to prepare for the next round of collective bargaining. I had a privilege of attending the PSAC National Bargaining Conference earlier this year. We successfully prioritized the new demands to be tabled for the Treasury Board, and we selected the bargaining teams to represent our members in the upcoming contract negotiations. I also attended the PSAC National Convention during which we amended our PSAC constitution, bade farewell to our retired National President Robyn Benson and elected the new slate of officers. Since the last GSU convention, I actively worked with the National Council representing our members and consulting with the employer.

I attend Regional Labour Management meetings and Regional Health and Safety meetings. On the latter front, I Co-Chair the committee. In that role, I held several consultations with the Mental Health Ombudsmen to promote awareness and resolution of mental health issues in the Atlantic region. I successfully negotiated amendments to improve the Hazardous Occurrence Incident Report (HOIR) form used to document injuries in the workplace. The revised form is approved and is expected to be available this fall. I am proud to report the successful resolution of all workplace safety situations brought to our attention and an increase in the number of certified first aiders. On the Regional Labour Management Consultation front, I have worked with my regional counterparts Bill and Shanny to table and resolve our members' issues. The resolution Activity Based Workplace issues preoccupied a significant portion consultation. Because of our honesty, transparency, and assertiveness, I feel that we earned the respect of the regional management team in the Atlantic.

I would like to thank Randy Howard for his support and my regional counterparts Bill and Shanny for their dedicated collaboration. Especial gratitude to Bill for his mentorship in my new role.

Respectfully submitted,

S. A. Drozdowski  
Regional VP Nova Scotia  
GSU Local 80052

## **Appendix 'D' - Report of the Regional Vice-President, Linda Harding Pacific Region**

### **National Council Meeting, September 2018**

This last year since convention has passed in a blur. The local I am responsible for, which happens to be my local, had their Annual General Meeting (AGM) in March. Michelle Simard returned as the Local President, but the other positions were all new activists. Melissa Marche was elected as Vice-President, Isla Redhead as the Treasurer and Sie Lassen as Secretary. This is the first time in three years that we were able to get a full executive.

Bill Fleming stayed on as a Shop Steward until his retirement in late August. I would like to take the opportunity to thank him for his dedication to the union and for being the voice of so many members over the last number of years. He was at the founding convention in 1999 and has held an executive position ever since. The members will miss him as he goes off into retirement.

Our Border Crossings will become part of the RP1 contract in the next year. It has been a bit of a challenge although we have been assured there will be no WFA and all the GL MAMs will be in an oversight position which will be new to them. There will only be a few left as several are heading into retirement. The rest of the country who had MAMs working at the crossings had this turn over many years ago with early AFD contracts. BC was the only province to keep the MAMs. This will be an ongoing issue until the crossings are turned over and our folks are re-classed.

We have officially ended the WFA of our Compensation Advisors. The remaining Advisor will continue to work until retirement in the capacity of supervisor. All other Compensation employees have been placed in various positions in various branches within the department.

Co-Chairing the ROHS committee is always an interesting job. We will be holding our expanded ROHS and RLMC seminars and will be pleased to have Brother Howard in attendance. I have reported in the past that we need the middle-managers at these meetings and I am happy to say that Senior Management has finally listened, and Middle Managers will be in attendance. Once again, we have been fortunate to not have had any issues brought forward from the local H&S committee. I feel that this is tantamount to how well we are working together in the region.

As you may know, I also wear a hat with the PSAC as the H&S Coordinator for the BC Region. I was selected in January to attend the largest lobby that the CLC has ever done. I lobbied 4 MPs during the day. In April, I lobbied the BC Government on amending the Provincial Labour Code to include domestic violence.

The local has had a number of grievances including a violence in the workplace and a harassment complaint. So far, none have gone to the third level.

In closing, I would like to thank the staff at GSU. Sister Maria Thomas, thank you for all that you do for our travel bookings. This is not an easy job. To Sister Michelle Simard,

Brother Bill Pleming and Sister Melissa Marche, thank you for running the local so efficiently. You make my job easier and thank you both for stepping in and replacing me at various times over the past year.

Respectfully submitted,

Linda Harding  
RVP, Vancouver and the Lower Mainland

**Appendix 'D' - Report of the Regional Vice-President, Jim McQuaid**  
**National Capital Region**  
**GSU National Council meeting September 2018**

- I was elected Regional Vice-President on April 13, 2018
- I have been assigned to GSU NCR locals 70020 and 70023
- I have met with both Local Presidents and reviewed any current issues/concerns
- I have attended several meetings with the local executives (BBQ picnic, Executive meeting etc.)
- I have been working with other NCR RVPs and GSU representation regarding several outstanding issues brought to my attention by Local Presidents.
- I have been appointed to the GSU Recognition Committee. I met with Sister Shanny and have had several in person or conference calls in relating to this committee.
- Attended the 2018 PSAC National Triennial Convention from April 29 to May 4, 2018, in Toronto.

In solidarity,

Jim McQuaid  
RVP PSAC GSU NCR: VPR AFPC SSG RCN  
613-791-5900  
[jimpmcquaid@gmail.com](mailto:jimpmcquaid@gmail.com)

## **Appendix 'D' - Report of the Regional Vice President, Bruce Roy National Capital Region (NCR)**

### **Currently RVP for Local 70013 and 70055**

Although I am currently the RVP for 70013 and 70055, I also had the pleasure of acting as RVP for 70015, 70017, 70020 and 70023. The locals have wonderful, competent leaders in their local executive. The trials of recruiting and retaining talented sisters and brothers must always be a top priority. I believe that the current group of leaders of all our locals in the NCR has never been stronger. I had the pleasure to attend five Annual General Membership (AGM) Meetings and one General Membership Meeting.

### ***21 November 2017***

Chaired the General Meeting of Local 70055. An interim executive was elected pending the AGM in 2018.

### ***January 25, 2018 AGM 70017***

Advisor to the chair, Local President brother Jim McQuaid, and chaired local elections.

### ***February 21, 2018 AGM 70020***

Advisor to the chair, Local President brother Ian Leblanc, and chaired local elections.

### ***February 22, 2018 AGM 70013***

Advisor to the chair, Local President sister Debbie Thomas.

### ***February 27, 2018 AGM 70023***

Advisor to the chair, Local President brother Norman Lariviere, and chaired local elections.

### ***May 2018***

PSAC National Convention – Toronto Ontario.

### ***June 19, 2018 AGM 70055***

Advisor to the Chair, Local President Kevin Hanson, and chaired local elections.

### **Representation**

Assisted the members of the executive 70015 on various complex cases with regards to mental health, disability and performance issues.

Worked with 70055 in mentoring capacity to new executive. We are extremely lucky to have a new and youthful executive.

Argued 11 files at various levels of the grievance process. Although, I can't win' them all, I try to. Some of the highlights.



- Challenged the employer's interpretation of variable hours with regards to Operation Syrian Refugee and was successful in winning a substantial amount (near 6 figures) in compensation.
- Argued a wrongful termination for a term employee. The member was reinstated with back pay.
- Assisted a member with complaint to the Public Staffing Labour Relations and Employment Board. The outcome a considerable settlement at mediation.

Our members are constantly threatened with privatization of their functions. During this year we've seen approximately sixty of our members within the Pay Administration Branch have their functions transferred to a consulting firm. To add to the insult, our members were required to train the consultants on the various functions. To this date these employees still do not know what their new functions will entail.

## **Committees and Consultations**

### **Summary of committees:**

- Co-chaired the NCR Health and Safety Committee
- Member of Corporate Services Consultation Committee
- Member of Chief Information Officer Branch National Consultation Committee
- Member of Receiver General Pension Benefits Branch National Consultation Committee
- Member of AB National Consultation Committee
- Member of NCR Workplace Renewal Initiative and Workplace Solution working group
- Member of National Accessibility Legislation working Group

## **Ongoing Education**

I strive to represent members to the best of my abilities. For that reason, I believe on-going education is my responsibility. The highlights this past year includes completion of a four-part Third Party Neutral Certificate from the Canadian Institute of Conflict Resolution at St-Paul University in Ottawa. The Training:

- Mediation
- Facilitation
- Conciliation

As for union training I completed Collège FTQ – Fonds which consisted of a 5-week intensive education experience. The Academic approach to union education was very much appreciated. Key subjects we covered were:

- History of the union movement
- Current context including applicable laws and special laws
- The impact of unions on the Canadian economy

## **Education summary**

### **2017**

November

- St-Paul University, Third Party Neutral - Canadian Institute of Conflict Resolution Diploma Obtained

### **2018**

January

- GSU Leadership Retreat

February

- LTD conference - Raven Law Ottawa

June

- Labour College - Collège FTQ - Fonds

## **Conclusion**

I am currently assigned to local 70055 and 70013. Both these local are in excellent condition, due to the strong leadership in place. Throughout the year, I assisted most of the locals in the NCR and I consider the current executive officers as the strongest leaders I've seen during my union career. I feel truly honoured to serve our members alongside these exceptional leaders. Our work is never quite done. The NCR, unlike any other region, it is extremely challenging when trying to retain talented individuals due to the plethora of employment opportunities. Which is why I am always stressing succession planning. You can never have too many good individuals in our union family.

I want to underline the contributions of my late Brother Bob Haywood to this union and to my personal development, as union leader and as an individual. My Brother Bob, was more than a colleague or professional acquaintance. We spoke on the phone or in person on an almost daily basis. It never felt like work to me when I discussing union matters with Bob. What was meant to be a quick 1 min "quick question for you Bruce" would often spin into lengthy conversations. His words of encouragements, at times when I would second guess myself and my abilities, were always what I needed to hear. As noted above, I attended the AGM of Local 70017 with brother McQuaid, in January of 2018. Brother McQuaid's paid tribute to Bob, by saying: someone is missing at this AGM, and that someone "will be missed always". Thank you, Bob.

**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 first report as RVP for Ontario Region.

The past year has been an interesting year, sometimes fun, other times not so much but I do believe for the Locals in Ontario Region, this has been a learning experience which has made them struggle with Phoenix and pay issues.

Writing these reports allows me the opportunity to reflect on the past year's activities and as usual, it has been busy and challenging year. There are several reasons for the workload being so high but, in the end, our members simply require our services on a wide variety of issues more than ever. The most common issues have been with concerns relating to inaccurate and/or incomplete work descriptions, harassment, discipline, and accommodation issues, especially with the 2.0 workplace.

The Toronto Local which includes the Burlington Lift Bridge had their AGM and the new executive now consists of several new representatives. The London and Kingston Local Executives remain the same. Neither David nor I have had an opportunity to visit them yet. We are planning to visit these two areas very soon hopefully before September 2018.

I am a co-chair of the Regional Health and Safety Committee, and member for the RDG Anti Harassment Panel. I am also a member of GSU's Equity Committee.

February 10<sup>th</sup>, 2018, I attended the PSAC National Bargaining Conference in Ottawa. GSU had a strong showing with 10 delegates, from across the country, representing the EB; TC; SV and PA members.

I attend PSAC Area Council Meetings and Human Rights Meetings whenever possible and attend the PSAC Ontario Regional Council Meetings as a Members with Disabilities Rep., (i.e. no additional cost to GSU). I continue to attend PSAC Training when available and utilize the PSAC Online Training modules to continue my own union work.

Lastly, I would like to sincerely thank Dave Thomson for his continued support. We have established a very effective 'Steering Committee' for the call center, partnership with the membership and Management to discuss issues related to the Call Center employees and how to make the work at the Call Center a better environment. This Committee is chaired by Brother Dave Thomson.

Committees and training I have attended as RVP:

- Regional Health and Safety Co-Chair

- Local Area Council Meetings
- National Council Meetings and Training specific to National Council
- Positive Space Champion Training
- National Bargaining Conference
- Phoenix Stewart / Pay Advocate Assembly
- Participated in the 'investigators' course
- Participated in the PSAC Leadership Training
- Participated in the PSAC National Convention

I would like to thank everyone for their support, patience and respect that they have provided me throughout this year, with special thanks and greater appreciation for their assistance this past year to Brothers Dave Thomson and David Cunning.

Thank You.

In Solidarity,

Sue Soubra Boone

## **Appendix 'D' - Report of the Regional Vice-President, Reni Stein**

### **Pacific Region, to National Council**

In accordance with Government Services Union By-laws, I hereby submit my report for the period of October 2017 – July 2018.

After being elected to this position, I found myself a little bit lost. There was no communication between the former RVP and myself therefore I was left to steer our ship into the unknown. However, not far away was my colleague, Sister Linda Harding. Linda has a wealth of knowledge; Sister Linda is very supportive and is a committed ally to the GSU family.

Our local submitted fourteen (14) bargaining proposals to GSU in November 2017 ranging from Overtime meal allowances, overtime compensation, addition of Family Day, additional Family Related Leave and stand by pay. I wish good luck to our bargaining teams!

Changes have occurred with the Pacific Region Management team, including our Regional Director General. Challenges to maintain communication at all levels remain, however, I continue to strive for informal discussions to maintain credibility with all parties and hopefully the best outcome for our members.

I have attended many Union/Management and Health and Safety meetings over the last year both at the Regional and Local level. New Terms of Reference are awaiting signature for the Regional Labour Management Consultation Committee by both myself and Annie. The Local Labour Management Consultation Committee has a new management chair and most of the meetings are held virtual. They are striving to meet at least 5 times per year, however this is proving to be a challenge.

Our RDG has held a number of Town Halls, the first covered Corporate Priorities, changing the way we work, greening the way we work and changing the way we deliver services. This is focussing on modern work spaces, technology and a more pro-active approach to clients and how we do internal services. The second town hall was focussed on Mental Health and Wellness making the topic one that is spoken about openly, understood better and seen as a priority in our workplace.

In January, our RDG, Senior Management team, Avante Garde, Official Languages and Union Representatives joined in at this year's Leadership Forum discussing regional and corporate priorities. We discussed how building a culture of trust, smart risk-taking and innovation can enable the region to respond to the various priorities and also our current challenges with the intent of how best to address these within our region. Chief Transformation Officer, Robert Courteau was also a guest and spoke to the group about his role.

Local 20001 held its AGM in February 2018. Brother Mitch Anthony was re-elected as local President, sister Kuldeep Deol was elected as Vice-President and Wayne Krause was re-elected as Secretary. We have a local that is spread out over many miles and it's great to have representation from two of our larger sites. Thank you all for your hard work, I remain confident that you will be a strong voice for our membership.

A number of members from Local 20001 participated in the various days of action including Phoenix Day. From what I understand, Victoria had one of the largest PSAC membership turnouts. A small portion of our local works in the downtown core and we are trying to collaborate with one of the larger PSAC components for future activities.

Mitch and myself sit on our regional Mental Health & Wellness Committee. We also participated in a very intense two-day Mental Health First Aid training session. So far, the training was offered to MHWC members and senior management. The goal is to have all employees in the region including middle management trained in the next 24 months. The Ombudsman, André Latreille made two separate visits to our region this year. In May 2018 PIPSC and PSAC representatives sat down with André to air some of our concerns which included unnecessary processes, lack of staff, staffing processes taking too long, lack of consistency with managers, no forward conversations with changes that are taking place, polarization with youth and older members. We discussed what we are seeing and what changes we would like to see. Leadership styles move downwards, and we agree that is not just what you achieve it's how you achieve it!

June 2018 brought an RP-1 transition meeting with our affected members which support the CBSA border crossing holdings. The transition is for ports of entry only housing is not included in this asset transfer. The transition of the assets is expected to take 12 – 16 months. Roles and responsibilities during the transition will be defined once RPS start consultations with the client and BGIS but will likely include assisting with building inventory and documenting current asset and machinery condition. Role after transition will become an oversight of the service provider. Similar to PM and PFO's. There will not be any job losses. PSPC employees who wish to stay with PSPC will have employment in the oversight role. We will provide RP-1 training as well as any other training required for enhanced duties.

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

Mitch Anthony our local President and I speak regularly, its paramount that the executive does the same. Maybe I am not doing a good enough job leading by example.

I am looking forward to seeing everyone in Gatineau at this year's Local Presidents' Conference and hearing their needs to better assist them in their roles.

Respectfully submitted,

Reni Stein  
RVP, Pacific Region

## **Appendix 'D' - Report of the Regional Vice-President, Bill Walsh**

### **Atlantic Region**

Good day Sisters and Brothers:

It has been a very busy time since convention. I was very proud to be elected again as the RVP responsible for Newfoundland and Labrador. I have been the Regional Vice-President for seventeen (17) years and very proud of the work that I have done for our members. I believe that the convention went very well, and I give credit to our delegates, National Council and our awesome office staff for making this event such a success. I also had the privilege of attending the PSAC National Convention as a delegate. This was also a great event and feel that we are positioned as a union to move forward to represent our members on all fronts.

We have been plagued by the phoenix pay system, but we are working through it. I am sure that many of our members are still feeling the effects of this system and I can only hope that something gets done fast.

We are also dealing with some mental health issues, but we are also working through that with lots of help. I have done much training around this topic and feel that I can make a difference to our members.

I have attended many Regional Labour Management meetings as well as Regional Health and Safety meetings. I am very proud of the work that my two other colleagues and I have done and I feel that we are well respected by our management team here in the Atlantic. We are getting ready to have our Regional Seminars here in September and I look forward to hearing from our Local Presidents and our WOSH co-chairs during this event.

Once again, I would like to thank both Shanny and Anthony for all that they do. Together, we represent the Atlantic Region to the best of our abilities and I believe that our members see the work that we do for them. We may not be perfect, but we try very hard.

I would also like to give a great big shout out to of office staff. I have said it before, and I will say it again, YOU ARE THE BEST.

On a personal note, this will be my last Local Presidents' Council and my last National Council meeting as I plan to retire in December 2018. I have enjoyed the work that I have done and have really enjoyed all the friends that I have made over the year. I will truly miss you all. I believe that while we are not the biggest component, we pack a great punch and are very well respected by our National Union.

Thanks to you all.

Respectfully submitted

Bill Walsh

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

July 30<sup>th</sup>, 2018

Re: Report for the National Council Meeting

Local 50002 filled the Vice-President, Chief Shop Steward, and Treasurer positions at their Annual General Membership Meeting. The positions were previously vacant. There was one (1) complaint from a member that was resolved before it went further in the grievance process. I had spoken to the member about the options to take before it was resolved on its own. There were three (3) grievances filed from one member. At this point in time, two (2) of those grievances were brought to the fourth level in the grievance process. The third grievance is still pending a response from the employer from the second level hearing on July 19<sup>th</sup>, 2018. Local 50002 has some development training scheduled at the end of August.

Local 40007 had one (1) complaint from a member. The complaint was brought forward to me from the Local President and it did not go forward in the grievance process.

At this time, I do not have any recommendations for Local 40007 or 50002.

Larissa Williams  
Regional Vice-President for Manitoba & Saskatchewan



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

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

**For National Council – September 28, 2018 – Gatineau, QC**

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

Martine Babcook – Acting Chair and National Vice-President  
Nicole Rousseau – Regional Vice-President – NCR  
Bill Walsh – Regional Vice-President – Newfoundland  
Linda Harding – Regional Vice-President – BC - Vancouver  
Steve Colterman – Local Representative – Local 70013-Ottawa Gatineau Services  
Monique Desrosiers – GSU Finance/Administration Officer and Staff Technical Advisor

The committee will have held two meetings since the last National Council in April 2017:

#### **1. Meeting #1 – September 12-13, 2018**

- A.** The Committee reviewed the content of By-law 14 – Finances and Regulation 5 – Financial Review Committee;
- B.** The Committee reviewed the Audit Report and Audited Financial Statements to December 31, 2017;
  - 1.** Balance Sheet as of December 31, 2017;
  - 2.** Revenue and Expenses to December 31, 2017.
- C.** The Committee conducted a detailed review and comparison of the GSU Revenue and Expenses to December 31, 2017 to the 3-Year Budget 2015-2016-2017 by line item to establish the Budget Comparison Variance and Over Expenditure Report for the budget period 2015-2016-2017.
- D.** The Committee reviewed the National President's overtime and compensatory leave to June 30, 2018 as per Regulation 5 – Financial Review Committee;
- E.** The Committee reviewed the National President's travel claims to June 30, 2018, as per Regulation 5 – Financial Review Committee;
- F.** The Committee reviewed the National President's Annual Leave Balance at September 15, 2018;

#### **2. Meeting #2 – September 28, 2018**

- A.** The committee reviewed the GSU Triennial Budget for 2018-2019-2020.
- B.** The committee reviewed the Finance Reports for the National Council meeting, Friday, September 28, 2018.

## **Appendix 'F' - Report of the By-laws and Policy Committee**

**2018-07-31**

### **Members of the GSU By-laws and Policy Committee**

David Cuning – Chair  
Daniel Charron, RVP RCM  
Mélanie Hamel, RVP Quebec Region  
Pascal Ladouceur, RVP NCR Region  
Russel Carter, Local President 60009  
Peter O'Neill, Local President 60011

The first By-Law Committee in person meeting will not occur until September 2018 during the week of the President's conference.

As part of our mandate, all local by-laws will be reviewed by us prior to Convention in 2020.

Additionally, we will be addressing several by-laws which were passed on from Convention for our National President to ratify. There are several resolutions from Convention which were sent to the National President to ratify under the GSU Resolution of Record 02-30 which essentially allows the GSU President to correct typographical and editorial errors. A subsequent review of these by-laws determined that these changes were not editorial in nature (i.e., the intent was being changed) and these are now being viewed as out of order. After the next by-law meeting, it is anticipated that we will be recommending that these not be ratified by the GSU National President, as the ones in question changed the intent of the by-law, which can only occur at Convention.

In Solidarity,

David Cuning  
RVP Ontario Region

## **Appendix 'G' - Report of the Union Recognition Committee**

I was asked to be the Chair of the Union Recognition Committee. This past year we have seen a lot of turnover and changes within our organization and with this committee. The committee started with having myself as Chair, Russel Carter, Debbie Thomas, Mitch Anthony, Barbara Gignac and Maria Thomas (GSU Staff). The committee is now myself, Mitch Anthony, Barbara Gignac, Jim McQuaid and Maria Thomas (GSU Staff).

### **Selection of Scholarships Recipients**

The committee is responsible to review and award the Bursaries (3x 1000\$). For the year 2017, GSU had received a total of 6 applications. Each committee member was sent copies of all the applications to their home address at the end of November 2017, to review and prepare to select their 3 top choices with rationale if required. We then scheduled a conference call for December 6<sup>th</sup>, to make the final selection.

### **The 2017 Bursary Winners were:**

#### **Bonnie Robichaud Bursary:**

Thomas Arsenault, son of Melanie Leger from Local 60018 (Atlantic Region)

#### **Jim Williams Memorial Bursary:**

Melanie Ritchot, daughter of Norbert Ritchot from Local 50057 (Western Region)

#### **A.F. Wood Memorial Bursary:**

Julien Lavoie, son of Michel Lavoie from Local 70015 (National Capital Region)

All applications received had great essays and we each had a chance to give our rationale as to why we were selecting one over the other. Some of the comments were for example, too much borrowed text from the internet, not enough details, not enough information on the subject, etc.

The URC will be meeting at the end of September 2018. The purpose of the meeting will be to select the winners of the 2018 Bursaries. I will provide an update at the National Council meeting.

### **S.W.A.G.**

Emails were circulated to ask committee members for suggestions as to what GSU should purchase as give away (S.W.A.G.) for the President's Conference, National Council, On-Boarding, AGMs, etc. Feedback was received from 2 committee members only. A list was provided to GSU Staff to look at costing. While I was in Ottawa for other business, I met with Jim McQuaid and Maria Thomas to go over what we should purchase at this time to get the supplies ordered and delivered prior to the President's conference. We had great discussions and we decided to go ahead with the purchase of a few items. We were then advised that there is currently no line item in the Budget to purchase S.W.A.G material, however there is a Miscellaneous line item in the Budget and for this year this is what it will be used under. The committee will make a Motion to

National Council at a later date to add a line item for S.W.A.G. or Promotional Items purchase.

### **Life Membership:**

The committee received 3 nominations for GSU Life Membership. The committee met via conference call on June 28<sup>th</sup> to go over the nominations of Brother Robert (Bob) Cameron, Brother Francis MacArthur and Brother Bill Walsh. The committee would like to mention that nominations for both Brother Cameron and Brother MacArthur were voted down last year (2017) by National Council. We will give recommendation to each of the nomination individually and it will be Council who will vote by secret ballot.

### **Motion #1: Brother Francis MacArthur**

**That** the National Council honour Brother Francis MacArthur for his dedicated service in the union by awarding him an Award of Merit in the Government Services Union.

**Recommendation:** The committee recommends that the nomination for Life membership for Brother Francis MacArthur be rejected. The committee also would like to note that this application was already submitted in 2017 and voted down by the previous National Council. The committee feels that an Award of Merit would be more appropriate to acknowledge his implication and dedication within his Local.

### **Motion #2: Brother Robert (Bob) Cameron**

**That** the National Council honour Brother Robert Cameron for his dedicated service in the union by awarding him an Life Membership in the Government Services Union.

**Recommendation:** The committee recommends that the nomination for Life membership for Brother Robert (Bob) Cameron be accepted. We recognize that this application was rejected by the previous council, therefore if this current council also votes this application down, the committee would recommend an award of merit to recognize his implication and dedication towards GSU, his local and the greater labour movement.

### **Motion #3: Brother Bill Walsh**

**That** the National Council honour Brother Bill Walsh for his dedicated service in the union by awarding him an Life Membership in the Government Services Union.

**Recommendation:** The committee strongly recommends that the nomination for Life membership for Brother William (Bill) Walsh be accepted. Bill has been on National Council for 25 years. He has always been a great support for the members and a great mentor. If Life membership is not granted, the committee would also recommend an Award of Merit to recognize his implication and dedication towards GSU, his local and the greater labour movement.

## **Terms of Reference, Regulation 6, Regulations and Policies, and New Policy:**

A copy of the Terms of Reference that were approved on April 27<sup>th</sup>, 2017, is attached as a reference.

**Motion:** To update the ToR as follows:

### **Terms of Reference - GSU Union Recognition Committee**

#### **Purpose**

The purpose of the GSU Recognition Committee is to contribute to the development, implementation and evaluation given to members in recognition of exemplary services within the union movement. The GSU recognition committee's responsibility is also to evaluate the post-secondary studies of children of good standing members eligible as candidate for GSU bursaries. The name reflects these types of awards.

#### **Authority**

The role of the committee is to provide input, guidance and to make recommendations regarding the various awards and promotional items offered by GSU. These awards are as follows:

- Life Membership – See Reg. 6
- Honorary Membership – See Reg. 6
- Merit Membership – See Reg. 6
- GSU Bursaries (A.F. Wood, Jim Williams and Bonnie Robichaud) – See Policy 8
- Promote PSAC Bursaries and PSAC Service Awards – New See Policy 19

#### **Specific Areas of responsibility:**

Specifically, the committee will:

- Provide input into the development and implementation of formal and informal Local members employee recognition activities;
- Review and evaluate the nominations received for the Awards and make recommendations to the National Council;
- Review all applications received for the GSU Bursaries, select the winners and advise National Council.

#### **Composition of the Committee**

Members will consist of:

- ~~4~~ Regional Vice-President – Chairperson – change to 2 Regional Vice-Presidents
- ~~2 Local Presidents~~ change to 1 Local President
- 1 Resource Staff

**Time Commitment**

The working group will meet a minimum of two (2) times per year. At least, one (1) face-to-face.

**Meeting Facilitator**

The Chair of the Committee will facilitate the meetings with the support of the resource staff. Additionally, the Chair of the Committee shall provide a report to the National Council.

Terms of Reference will be reviewed once (1) a year if needed.

**Approval Date:** Terms of reference approved on ~~April 27<sup>th</sup>, 2017~~ **(September 27, 2018)**.

**Appendix 'H' - Report of the Young Workers Committee  
To National Council  
September 2017 – September 2018**

**Young Workers Committee Members:**

Lori Walton, National Vice-President, Chair  
Robyn Ohland, Regional Vice-President, Western  
Larissa Williams, Regional Vice-President, Western

The Young Workers Committee has not yet officially met. We have had brief discussions on the way forward and our focus will be on planning the Young Workers Summit as directed by the last Triennial Convention.

At the 2017 GSU National Triennial Convention delegates voted in favour of a resolution to fully fund a one-time Young Workers Summit in Ottawa with the purpose to discuss the interest of having a GSU Young Workers Committee and develop a mandate and terms of reference for said committee.

Six (6) GSU Young Workers in good standing from each employer group, SSC, RCM and PSPC (a total of 18 delegates) will attend the fully funded 3-day summit. GSU Young Workers will be invited to apply and there will be a selection process like that which PSAC uses to select members for conferences.

There will be a recommendation to National Council following the summit, along with a proposed committee structure, mandate and terms of reference.

The Young Workers Summit will be held in Ottawa in late 2019. The current Young Workers Committee will meet early in 2019 to plan the Summit.

Respectfully Submitted on behalf of the committee,

Lori Walton  
Chair, GSU Young Workers Committee  
National Vice-President

**Appendix 'I' - Report of the Equity Committee  
to National Council**

**September 2017 – September 2018**

**Equity Committee Members:**

Kelly Bush, NVP-Equity Chair (on leave)	Lori Walton, NVP Interim Chair
Shanny Doucet, RVP Atlantic	Michèle Parent, RVP Quebec (on leave)
Prernapreet Rai, NCR Representative	Mohammed Abo El Ella, RCM Employee Rep
Kamla Ishmael, SSC Employee Rep	Souad (Sue) Soubra Boone, RVP Ontario
Larissa Williams, RVP Western	Reni Stein, RVP Pacific

Sister Kelly Bush started off her mandate by establishing the committee members for the GSU Equity Committee, in consultation with the National Office and RVPs where needed. Once the Equity Committee was established she send an email outlining her vision and opening a dialogue for committee members to communicate the same with her.

Since then Sister Bush has gone on medical leave. I have been given “responsibility” for the equity portfolio. I have been able to advocate, engage and participate with the aspects of the Equity portfolio that fall under consultation with the employers, but I have not had the opportunity to connect too much on with the GSU Equity Committee Proper.

In discussions with Sister Bush she felt she could assist with moving this side of things along. Sister Bush and I have created a draft agenda for a two-day Equity Committee meeting, where as a committee we will come up with a plan, goals and timeline for the remaining 2 years of the mandate. This meeting will take place in November or December, at this time dates have not been confirmed.

As per GSU Policy 20, as interim Chair of the GSU Equity Committee, I was consulted on the Equity Training piece that will be delivered at the National Local Presidents Conference. Along with Maria Thomas, Executive Assistant to the National President and Randy Howard, National President I met with Jennifer Hayward to discuss the needs and goals of her presentation to the GSU National Local Presidents' Conference.

Respectfully Submitted on behalf of the committee,

Lori Walton  
Chair, GSU Local Development Committee  
National Vice-President



## **Appendix 'J' - Report of the GSU Local Development Committee to National Council, September 2017 – September 2018**

### **Local Development Committee Members:**

Debi Bannon, President GSU Local 00031  
David Cuning, Regional Vice President, Ontario  
Michèle Parent, Regional Vice President, Quebec (on leave)  
Reni Stein, Regional Vice President, Pacific  
Lori Walton, Chair, National Vice President

The Local Development Committee has focused on different areas over the past 6 years I have been Chairing this committee. The mandate the first Local Development Committee I chaired focused on creating a tool kit for our website that all locals could access. It provided suggestions, best practices, resources and other self-help tools that could assist locals in organizing and developing themselves. The leadership at that time decided not to put out the information we developed, and it was not accessible to our members. This past year, I have shared that information with both the National President for consideration as well as the Chair of the GSU Education Committee for consideration as there was a framework for steward training and local development training outlined in that material. I have also provided this information to discuss further at the Local Development Committee's first face-to-face meeting in September prior to the National Local Presidents' Conference.

During the past 3 years mandate the needs of the locals were urgent and there was little time for planning. The National Office and National President were in close contact supporting and communicating with locals who were in crises or in need of local development. As the National Vice President with the Local Development portfolio, I was then advised and discuss the issues with the National Office and discussed the best strategy. In consultation with the Regional Vice-Presidents and Local Presidents, we would do an intake to find out if there are additional issues that we are unaware of. We then plan a local development training session with the local.

This mandate the Local Development Committee has not yet met. We have communicated via email with a plan for our face-to-face meeting in September to discuss the direction we will take a committee. In the meantime, we have delivered Local Development Training in August to GSU Local 50058 and GSU Local 50002 in Winnipeg. We offered 1 day individually to each of the locals to try to address their specific concerns and a joint day in the middle to deliver PSAC basic local training.

In the fall of 2018 we will be distributing a self-assessment survey to all RVPs to fill-out regarding the locals they are responsible for. This will be very helpful for us to determine where we need to put our resources of the remainder of our mandate.

Respectfully Submitted on behalf of the committee,

Lori Walton, National Vice-President  
Chair, GSU Local Development Committee