

Report of the National Vice-President, Kevin Hanson

January 2023 – May 2023

I was honoured to start the year by attending PSAC Investigators Training. The week-long training allowed me to meet exceptional union leaders from all over the country, and I gained skills to conduct investigations when called upon by the Union.

Immediately following the Investigators Training, I attended the PSAC National Health and Safety Conference with several other GSU delegates and observers. At the conference I learned about Canada's systemic issues around mental health support services and heard stories from guest speakers about how they overcame mental health related injuries and illnesses. I also had the opportunity to network with union colleagues and did my best to listen to union participants about how they often deal with mental health struggles doing union work. I look forward to tackling this issue and proposing a solution that can help our Union support its volunteers when their mental health is depleting as a result of union work.

I continue to work in the Bill C-65 working group at Shared Services Canada (SSC), and the next step is to determine whether the National Health and Safety Policy Committee (NHSPC) will agree to the suggested course of action when adding and removing investigators from their list of investigators. I am also looking for health and safety employee volunteers from SSC, to participate on their local health and safety committees. If you know any SSC members interested, please let me know.

I was able to finalize the GSU consultation map that I have worked on over the last several years, with the help of Dominique Barrette from the GSU National Office. I tried my best to reach out to as many GSU representatives that I could, to get an idea of the various consultation platforms that exist within locals and regions. I apologize in advance if I had missed connecting with anyone during my consultation exploration period. As a result of my work, I was able to compile as many answers that I received and mapped out the GSU consultation stages by workplace. I have attached annexes for people to review, and I would invite colleagues to think about whether we need to re-establish a state-of-the-art consultation system, and how that can be done to improve our processes for the years to come.

One topic that I believe we can remind the employer about at our present and future consultation platforms, is the 13 psychosocial risk factors in the workplace. Our employers can improve workplace settings for our members when they keep these risk factors in mind when making workplace decisions. To note, the psychosocial risk factors have been identified by researchers at Simon Fraser University based on extensive research and review of empirical data from national and international best practices. The factors were also determined based on existing and emerging Canadian case law and legislation. The risk factors are as follows; Balance, Civility and Respect, Clear Leadership and Expectations, Engagement, Growth and Development, Involvement and Influence, Organizational Culture, Protection of Physical Safety, Psychological Competencies and Demands, Psychological Protection, Psychological and Social Support, Recognition and Reward, and Workload Management.

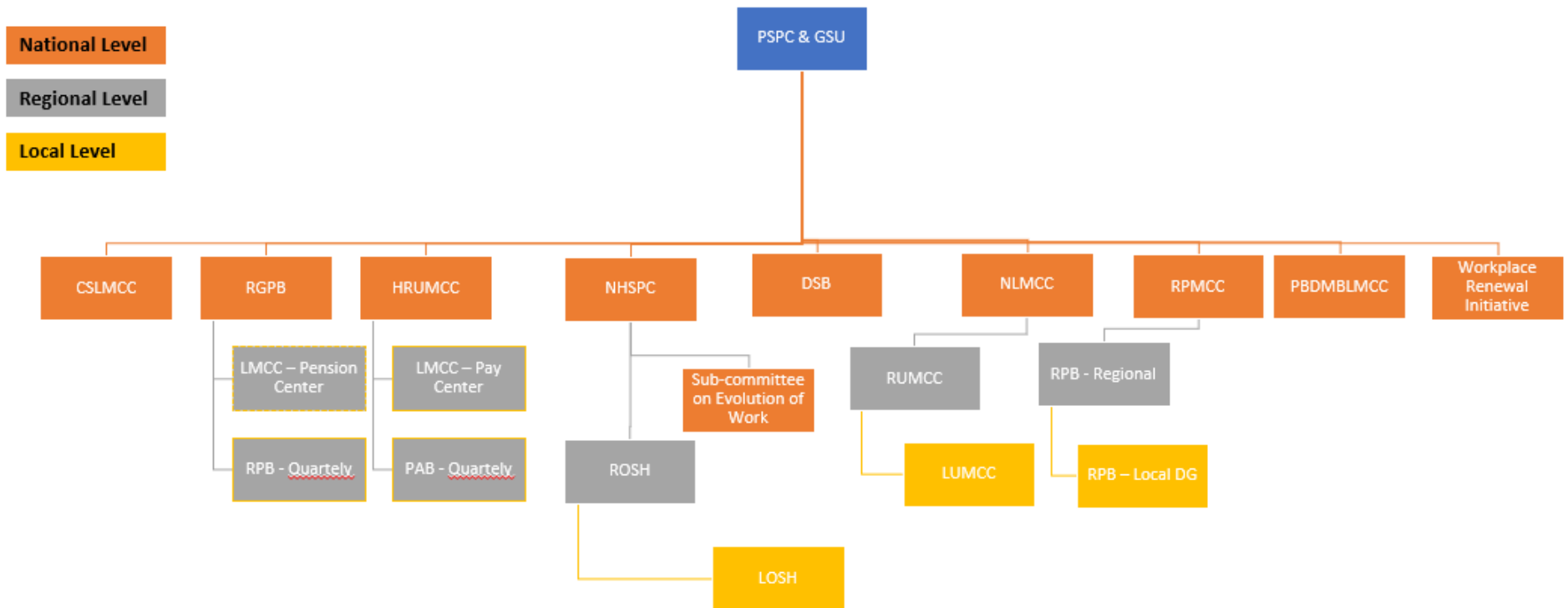
In closing, GSU continues to lead by example, and we have the opportunity to improve our services. Let's continue to achieve a sustainable future for the years ahead.

Sincerely,

Kevin Hanson

National Vice-President (NVP) of the Government Services Union (GSU)

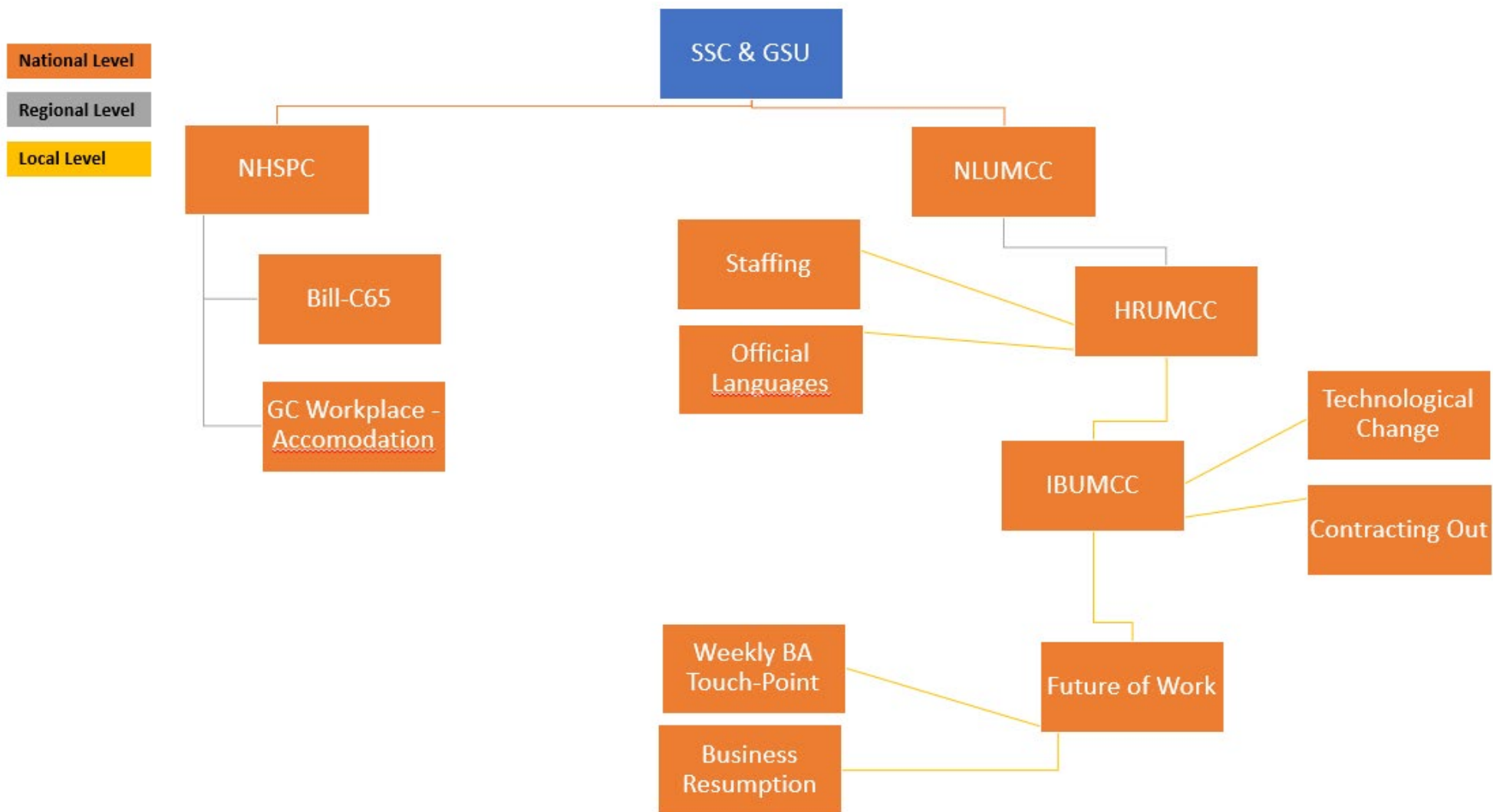
Annex 1 – Public Services and Procurement Canada



Note: 1. RVPs representing members at PSPC are meeting with the RDG of their region for the RUMCC and ROSH.

2. For some of the Branches, regional consultation can differ from one region to the other. As an example, Pay Administration Branch has consultations going in Ottawa and in the Atlantic at different times with different union players in each of those meetings

Annex 2 – Shared Services Canada



Annex 3 – Royal Canadian Mint

