



GSU National Council Meeting

Meeting Minutes

May 2 to 4, 2023

Inn at Laurel Point, Victoria, B.C.

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1. Call to Order

The meeting of the GSU National Council was called to order at 9:10 a.m. on Tuesday, May 2nd, 2023, with GSU National President (NP) Bruce Roy in the Chair, and the following participants in attendance:

Participants:

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

Regrets:

Jeff Tessier	Regional Vice-President, Royal Canadian Mint
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Note:	Two vacant Regional Vice-Presidents positions Ontario Region and Quebec West
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In person - Observers:

Sheldon Jacobs	Regional Vice-President, Saskatchewan, and Manitoba
Kuldeep Deol	Local President, 20001
Joe Walsh	Local Vice-President, (1st) 20001
Joel Kowerko	Local President, 50057
Sina Agah	Local President, 70013
Marc Mousseau	Treasurer Local, 70013
Ian LeBlanc	Local President, 70055
Suzanne Sirois	Local President, 70017

Virtual - Observers:

Liliana Manolache	Local President, 00027
Manpreet Gill	Local President, 20008
Monica Martin	Local President, 70019
Christian Smith	Vice-President, 70019
Grant Russell	Local President, 70020

Staff:

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

Announcements

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

Land Acknowledgement Statement

National President reads the following statement:

“Today, we acknowledge and honour the original inhabitants of this land, the Coast Salish and Lkwungen (LEK WON GUEN) peoples, which means “Place to smoke herring” and who still to-date unites the Esquimalt and Songhees peoples as one family.

We recognize that these traditional territories have been impacted by colonialism over the years and we are grateful to be able to gather on these lands.

We acknowledge and thank the Lkwungen People - past, present, and future – for their stewardship, care, and leadership on these lands.”

- National President has informed the National Council that the staff at the Inn at Laurel Point hotel are now legally allowed to go on strike. As a result, the agenda has been modified to address this situation, and alternative arrangements have been put in place in case the strike does happen.

2. Approval of Agenda

m/s Linda Harding / Mike Leblanc

That the agenda be adopted as presented.

Motion carried.

(Appendix ‘A’)

3. Hours of Session

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

May 2, 2023	9:00 a.m. – 12:00 p.m.
	1:00 p.m. – 5:00 p.m. (Regular business)
May 3, 2023	9:00 a.m. – 12:00 p.m.
	1:00 p.m. – 5:00 p.m. (Regular business)
May 4, 2023	9:00 a.m. – 12:00 p.m. (Regular business)
	1:00 p.m. – 4:00 p.m.

Motion carried.

4. Approval of Previous Minutes

a) Minutes of September 30, 2022

m/s Nicole Rousseau / Steve Colterman

That the minutes of September 30, 2022 be approved.

Motion carried.

b) Conference Call Minutes of December 9, 2022

m/s Mélanie Hamel / Linda Harding

That the conference call minutes of December 9, 2022 be approved.

Motion carried.

c) Conference Call Minutes of April 3, 2023

m/s Kelly Bush / Paul Paquette

That the conference call minutes of April 3, 2023 be approved.

Motion carried.

5. Officers' Reports

a) National President's Report

Martine Babcook, National Vice-President assumed the Chair. (9:17 a.m. to 9:20 a.m.)

m/s Bruce Roy / Linda Harding

That the report of the National President be adopted.

Motion carried. (Appendix 'B')

National President assumed the chair at 9:20 a.m.

b) National Vice-Presidents' and National Equity Officer's Reports

m/s Kelly Bush / Steve Colterman

That the reports of the National Vice-Presidents, Martine Babcook, Kevin Hanson and Kelly Bush, Equity be adopted.

Motion carried. (Appendix 'C')

c) Regional Vice-Presidents' Reports

m/s Martine Babcook / Mélanie Hamel

National Council members who submitted a written report are invited to address National Council. Verbal reports are no longer accepted.

Mike LeBlanc indicated that the federal workers were on strike from April 19 to May 3, 2023 and this should be included in all reports.

Motion carried. (Appendix 'D')

6. GSU Committee Reports

a) Financial Review Committee

Martine Babcook, chair of the Finance Committee, tabled a report and introduced the committee members, Mélanie Hamel, RVP, Azra Jusuf, RVP, Sonia Gagné, Local President 10060, Monica Martin, Local President 70019 and Monique Desrosiers, technical advisor.

Martine Babcook reads the Finance Committee report, meeting which was held from March 27 to 31, 2023. A copy of the Financial Statements was provided electronically to National Council and are not included in these minutes.

Mélanie Hamel reads the following motion.

m/s Martine Babcook / Mélanie Hamel

Motion: F-01-23

Subject: Motion for Political Action Campaign - Reserved Fund

Originator: Finance Committee to National Council – May 2-4, 2023

The Finance Committee recommends that a Reserved Fund of \$500,000.00 be set up for Political Action Campaigns, as presented on the GSU Statement of Financial Position at December 31, 2022. The PAC Reserved Fund will be maintained to provide funds for any campaigns that may occur in the negotiations and political arenas, in the years ahead.

Appendix A.2: 2022 GSU Financial Position at December 31, 2022.

a/s Kelly Bush / Leanne Moss

That the amount of \$500,000.00 be divided:

\$250,000.00 for Political Action Campaign

\$250,000.00 for Strike Fund

Motion withdrawn.

a/s Leanne Moss / Mike LeBlanc

That the following wording be included (in red): The Finance Committee recommends that a Reserved Fund of \$500,000.00 be set up for Political Action Campaigns **including a strike fund** as presented on the GSU Statement of Financial Position at December 31, 2022.

Recorded vote #1. Motion carried on the amendment.

Recorded vote #2. Motion carried.

Announcement

National President thanked National Council and staff for all of their hard work during the federal strike.

m/s Martine Babcook / Mélanie Hamel

Mélanie Hamel reads the following motion.

Motion: F-02-23

**Subject: Approval of GSU (Unaudited) Financial Statements
December 31, 2022**

Originator: Finance Committee to National Council – May 2-4, 2023

The Finance Committee recommends the adoption of the GSU (**Unaudited**) Financial Statements – December 31, 2022, as presented; the GSU (**Audited**) Financial Statements – December 31, 2022, will be presented at the National Council meeting in September 2023.

Appendix A.1: 2022 GSU Operations from January 1 to December 31, 2022

Appendix A.2: 2022 GSU Financial Position at December 31, 2022

Recorded vote #3. Motion carried.

m/s Martine Babcook / Mélanie Hamel

Mélanie Hamel reads the following motion.

Motion: F-03-23

**Subject: Motion to amend GSU Regulation 4 – Expenses for Members on
GSU Business**

Originator: Finance Committee to National Council – May 2-4, 2023

The Finance Committee recommends that GSU Regulation 4 – Expenses for Members on GSU Business and Sections listed below, be amended as follows, and that the changes take effect on **July 1, 2023:**

REGULATION 4 – EXPENSES FOR MEMBERS ON GSU BUSINESS

SECTION 5 – TRAVEL

All GSU members travelling on GSU business are entitled to payment for the following expenses upon provision of the appropriate receipts:

- transportation at the most economical rate;
- ground transportation, using the most economical method, to and from the member's home or hotel and the airport, train, or bus station;
- **and, for ground transportation, a traveler who chooses to use his/her privately owned motor vehicle to suit his/her own convenience for distances of more than 300 kms, one way, will be reimbursed for kilometric distance at the applicable rate plus parking, up to a maximum of \$700.00, round trip.**

SECTION 6 – DAYS OF REST

GSU members on GSU business on a day of rest will receive Day of Rest Pay, which will be equivalent to the average salary of the members of the GSU National Council on the day after the most recent GSU Triennial National Convention. ~~This amount shall be prorated for partial days.~~

SECTION 7 – DAILY PER DIEM

For every day that ~~an Officer a~~ **GSU member** is on ~~GSU Union~~ business ~~outside of their headquarters area~~, they shall be paid ~~in accordance with the PSAC Per Diem rates~~. ~~This amount shall be prorated for partial days~~ **a daily rate of \$130.00. The daily rate amount shall be monitored in accordance with the PSAC Per Diem and Incidental rates published every quarter and adjusted accordingly, if required.**

SECTION 8 – TRAVEL ADVANCES

All travel advances issued to GSU ~~Officers~~ **members** must be covered by an expense claim, which will include the appropriate receipts, within ~~60~~ **90 days** of the ~~advance~~ **activity**. Under normal circumstances, no member will be issued a second advance until they have accounted for an outstanding advance.

Note: Change the word advance to activity indicated in red.

SECTION 9 – EXPENSE CLAIM SUBMISSION DEADLINE

Expense claims shall be submitted to the GSU Finance Section within 90 days following an activity.

a/s Linda Harding / Reni Stein

That Section 5 – Travel - wording be changed to gender neutral.

Recorded vote #4. Motion defeated on the amendment.

Recorded vote #5. Motion carried.

National President advised National Council that GSU is in the process of changing all documents to reflect equality.

a/s Steve Colterman / Mike LeBlanc

That the distance be amended as follows: change 300 kms to 100 kms.

Recorded vote #6. Motion defeated on the amendment.

Recorded vote #7. Motion carried.

Leanne Moss recorded against and wanted to have this reflected in the minutes. National President indicated that this is reflected in the recorded votes.

m/s Martine Babcook / Mélanie Hamel

Mélanie Hamel reads the following motion.

Motion: F-04-23

Subject: Motion to amend Policy 3 – Family Care at GSU Meetings

Originator: Finance Committee to National Council – May 2-4, 2023

WHEREAS the GSU wants to eliminate barriers to union involvement; and

WHEREAS the GSU member who must bring their dependent(s) to a GSU event should not incur additional costs; and

WHEREAS the GSU member should not be put in a financial burden to participate in a GSU event.

BE IT RESOLVED THAT GSU Policy 3 – Family Care at Meetings be amended as follows and that the changes take effect on **July 1, 2023**:

POLICY 3 – FAMILY CARE AT GSU ~~MEETINGS~~ EVENTS

SECTION 1 – Family Care on Site

- a) The Union shall provide quality family care for those members requiring it at its' ~~Conventions and Conferences~~ **events**.
- b) When quality family care is provided, full particulars will be provided to all Locals and Delegates attending the ~~Convention or Conference~~ **event**;
- c) **Those members requiring on site family care, shall complete a Family Care form with their request, to specify their requirements and to follow the PSAC Family Care Policy;**
- d) **The Union shall cover the costs of travel for each dependent travelling with the member;**
- e) **The Union shall provide a daily allowance of \$100.00 for each dependent travelling with the member and can be included on the GSU travel claim submitted to Finance for processing.**

SECTION 2 – Family Care at Home

- a) Where quality family care is not provided or ~~where it is not convenient or economically feasible to bring family members to these facilities~~, family care for dependents is required at home, those members requiring family care will be reimbursed according to the PSAC Family Care Policy;
- b) **Those members requiring at home family care, shall complete a Family Care form with their request, prior to the scheduled event, to specify their requirements and to follow the PSAC Family Care Policy; once vetted, the family care costs approved can be included on the GSU travel claim submitted to Finance for processing.**

Recorded vote #7. Motion carried.

m/s Martine Babcook / Mélanie Hamel

Martine Babcook reads the following motion.

Motion: F-05-23

Subject: Motion to move GSU Regulation 4.9 b) i,ii,iii – Miscellaneous Expenses for NC members

Originator: Finance Committee to National Council – May 2-4, 2023

The Finance Committee recommends that GSU Regulation 4.9 b) i,ii,iii – Miscellaneous Expenses for NC members be removed from Regulation 4 and be replaced by Policy 4 – Miscellaneous Expenses for NC members.

Policy 4 Miscellaneous Expenses for National Council members:

- A.** Officers of the National Council shall receive a **miscellaneous expense allowance** of \$200.00 per month, payable quarterly at the end of March, June, September and December of every year (\$2,400.00 annually).

This miscellaneous expense allowance would include items such as laptops, computer supplies, office supplies, paper, **residence expense**, etc. **A GSU Policy 4 Expense Claim shall be completed, listing the expenses incurred during the year, including receipts and submitted to the GSU Finance section by December 31 of every year.**

- B.** Officers of the National Council shall receive a **Cell Phone & Internet allowance** of \$200.00 per month, payable quarterly at the end of March, June, September and December of every year (\$2,400.00 annually). ~~An expense claim must be completed with one monthly receipt from your cell/internet provider, once a year.~~

A GSU Policy 4 Expense Claim shall be completed, with one monthly receipt from your cell/internet provider and submitted to the GSU Finance section by December 31 of every year.

- C.** Officers of the National Council shall receive a **Stipend** of \$200.00 per month, payable twice a year, at the end of June and at the end of December of every year (\$2,400.00 annually). The Stipend is considered a taxable earning supplement by the CRA and would be subject to taxes, but no CPP or EI deductions.

Rationale:

The Miscellaneous expenses for National Council members detailed above are not travel expenses, therefore should not be included in Regulation 4 – Expenses for members on GSU business.

Recorded vote #8. Motion carried.

m/s Martine Babcook / Mélanie Hamel

Martine Babcook reads the following motion.

Motion: F-06-23

Subject: Motion for Line #8 - Local Presidents' Conference – Budget Year 2024 & 2025

Originator: Finance Committee to National Council – May 2-4, 2023

Whereas the GSU did fully fund one (1) observer from each GSU Local to attend the GSU Local Presidents' Conference in 2022, and it was very successful in promoting membership engagement with their Locals and participation in National Conferences.

Be it resolved that the GSU fully fund one (1) observer from each GSU Local to attend the GSU Local Presidents' Conference in the budget cycle for years 2024 and 2025; the fully funded Local observer shall be an active member of the Local Executive.

Rationale:

The Finance Review Committee has concluded that the funding of one (1) Local Observer from each Local will benefit the GSU Locals and the membership in a very positive way. It is a good use of the GSU budgetary funds in the next budget cycle, 2024 & 2025, to promote membership engagement and leadership continuity in the GSU organization.

Recorded vote #9. Motion carried.

P.M. Session (1:03 pm)

m/s Martine Babcook / Mélanie Hamel

Mélanie Hamel reads the following motion.

Motion: F-07-23

Subject: Motion to amend GSU Regulations 4.12 a) b) c) - PSAC EVENTS

Originator: Finance Committee to National Council – May 2-4, 2023

The Finance Committee recommends that GSU Regulation 4.12 a) b) c) – PSAC EVENTS be amended as follows, and that the changes take effect on **July 1, 2023**:

REGULATION 4 - SECTION ~~12~~ 13 – PSAC EVENTS

a) PSAC Triennial National ~~and Regional~~ Conventions:

When a **GSU** member is attending a PSAC **Triennial** National ~~or Regional~~ Convention as a **GSU delegate**, the member shall be considered as being on GSU Union Business. GSU shall therefore reimburse expenses not covered by PSAC, **more specifically, the Day of Rest pay for the sessions held on Saturday and/or Sunday, in addition to the travel time, if greater than the hours included in the Day of Rest pay.** ~~in accordance with the provisions of Regulation 4.~~

b) PSAC ~~Other~~ Triennial Regional ~~Conferences~~ Conventions:

When a **GSU National Council** member is attending a PSAC **Triennial Regional Convention** ~~Conference, approved by the National President~~, the **GSU National Council** member shall be considered as being on GSU Union Business. GSU shall therefore reimburse expenses not covered by the PSAC, **more specifically, the Day of Rest pay for the sessions held on Saturday and/or Sunday, in addition to the travel time, if greater than the hours included in the Day of Rest pay.** ~~in accordance with the provisions of Regulation 4.~~

c) PSAC Other Conferences:

When a GSU National Council member is attending a PSAC Other Conference, approved by the National President, the National Council member shall be considered as being on GSU Union Business. GSU shall therefore reimburse expenses not covered by the PSAC, more specifically, the Day of Rest pay for the sessions held on Saturday and/or Sunday, in addition to the travel time, if greater than the hours included in the Day of Rest pay.

~~e) GSU Member claim:~~

~~A GSU Member claim shall be submitted with a copy of the processed and paid PSAC claim; a reimbursement of expenses not covered by the PSAC will be reimbursed accordingly and in accordance with the provisions of Regulation 4.~~

Rationale:

The PSAC EVENTS detailed above required more clarity in terms of the Day of Rest pay for sessions held on Saturday and/or Sunday, as well as travel time, not covered by the PSAC. The clarity is also reflected in the budget line items in Section 9 for PSAC Conventions and Conferences.

a/s Leanne Moss / Mike LeBlanc

To change the date of July 1st, 2023, to take effect immediately.

Recorded vote #10. Motion defeated on the amendment.

Recorded vote #11. Motion carried.

m/s Martine Babcook / Mélanie Hamel

Martine Babcook reads the following motion.

Motion: F-08-23

Subject: Motion to amend GSU Policy 9 – LOCAL CONFERENCE SUBSIDY

Originator: Finance Committee to National Council – May 2-4, 2023

The Finance Committee recommends that GSU Policy 9 – LOCAL CONFERENCE SUBSIDY be amended as follows, and that the changes take effect on **July 1, 2023**:

POLICY 9 – LOCAL CONFERENCES & CONVENTIONS ~~SUBSIDY~~ SUBSIDIES

~~GENERAL~~

SECTION 1 - Local Conference & Convention Subsidy

The Union will provide a subsidy of up to \$250.00 per Local, per Conference **or Convention**, to a maximum of four subsidies per Convention ~~cycle period, per Local~~, to assist Locals **in** sending Delegates or **Observers to PSAC, CLC and other Federation of Labour Conferences or Conventions.** ~~Regional or National Women's Conferences, PSAC Regional or National Health and Safety Conferences, and all PSAC Equity Conferences.~~

A Local must apply for the subsidy in writing, detailing the expected costs and the amount of the subsidy requested. If, for whatever reason, the subsidy is not used, the Local will repay the subsidy to the Component.

SECTION 2 - Local PSAC Triennial Regional Conventions and Conferences Subsidy

The GSU will provide a Local Subsidy of \$300.00/per day of rest, per delegate, for those GSU Local members who attended a PSAC Regional Convention or PSAC Conference.

The Local President must request the subsidy for each delegate, in writing, following the event, detailing the full name of the delegate in attendance and the amount of the subsidy requested for each delegate. The delegates must be on the PSAC list of participants provided to the Component, to qualify for the Subsidy. Once the Local receives the Subsidy, the Local shall transfer the Subsidy to each Local member who attended the PSAC Regional Convention or other PSAC

Conference.

Rationale:

The Local Subsidy, Section 2, as detailed above, was required to provide a more equitable solution for ALL GSU delegates attending PSAC Regional Conventions or other PSAC Conferences. By providing this Subsidy directly to the Locals, all GSU delegates will receive a Day of Rest subsidy for sessions held on Saturday and/or Sunday, similar to the Day of Rest pay provided to National Council members, detailed in Regulation 4.13 – PSAC EVENTS. The clarity is also reflected in the budget line items in Section 9 for PSAC Conventions and Conferences.

a/s Kelly Bush / Leanne Moss

To change the date of July 1st, 2023, to May 2nd, 2023.

Recorded vote #12. Motion defeated on the amendment.

Recorded vote #13. Motion carried.

m/s Martine Babcook / Mélanie Hamel

Martine Babcook reads the following motion.

Motion: F-09-23

Subject: Motion to add Line #9.G – GSU Regional Conferences – Budget Year 2024 & 2025

Originator: Finance Committee to National Council – May 2-4, 2023

Whereas the GSU National President would like to plan a visit to each region (BC, Prairies, NCR, including Ontario, Québec, Atlantic and the RCM), in the years 2024 and 2025, to meet with each Local at least once during this budget cycle, which is also part of the NP's requirements.

Be it resolved that the GSU add a budget line item 9.G – GSU Regional Conferences. The GSU Regional Conference would be a 3-day Conference, held in each region listed above, in the years 2024 and 2025, which would allow for the Local Executives and the RVPs assigned to the Region to gather, to exchange ideas and for the GSU to provide training on a more regional basis.

Rationale:

The Finance Review Committee, in conjunction with the National President's request, has added this line item in the triennial budget and concludes that it is a good use of the GSU budgetary funds in the next budget cycle, 2024 & 2025, to promote membership engagement and leadership continuity in the GSU organization.

Recorded vote #14. Motion carried.

m/s Martine Babcook / Mélanie Hamel

Mélanie Hamel reads the following motion.

Motion: F-10-23

Subject: Motion to add Line #11.C – Political Action Campaigns

Originator: Finance Committee to National Council – May 2-4, 2023

Whereas the GSU has established a Reserved Fund for \$500,000 on the Statement of Financial Position at December 31, 2022.

Be it resolved that the GSU add a budget line item 11.C – Political Action Campaigns for the budget cycle 2024, 2025 and 2026. This line item would cover expenses for specific campaigns to support the GSU organization and in coordination with the PSAC in the years 2024, 2025 and 2026.

Recorded vote #15. Motion carried.

m/s Martine Babcook / Mélanie Hamel

Martine Babcook reads the following motion.

Motion: F-11-23

Subject: Approval of the GSU Triennial Budget for years 2024, 2025 and 2026

Originator: Finance Committee to National Council – May 2-4, 2023

The Finance Committee recommends that the attached **GSU Triennial Budget for the years 2024, 2025 and 2026 and Explanatory Notes** be forwarded to the GSU Triennial National Convention as presented.

1. GSU Triennial Budget 2024-2025-2026 – **Appendix B.1**
2. Explanatory Notes to the GSU Triennial Budget – **Appendix B.2**

Recorded vote #16. Motion carried.

Point of Privilege

Kelly Bush requested to utilize the Political Action Campaign - Reserved Fund to create a top-up to members.

m/s Kelly Bush / Nicole Rousseau

That a Special National Conference Meeting be held to evaluate the possibility of a top-up to members who were on strike.

Recorded vote #17. Motion carried.

National President indicated that he is waiting to receive a list from PSAC. Once the list is received, he will be able to evaluate the possibility of a top-up and schedule a conference call.

Point of Order

Linda Harding indicated that we must vote on the report submitted by the Finance Committee.

m/s Martine Babcook / Mélanie Hamel

To adopt the GSU Finance Committee Report.

Motion carried.

(Appendix 'E')

Point of Privilege

Kelly Bush seeks clarification on the voting of the report. National President provided clarification.

b) By-laws, Regulations and Policies Committee

i) Explanatory Notes

The explanatory notes were provided for information purposes.

ii) Amendments to GSU By-laws, Regulations and Policies

Reni Stein, chair of the By-laws Committee, tabled a report and introduced the committee members, Nicole Rousseau, RVP, Will Tait, RVP, Troy MacDonnell, Local President 60011, Joel Kowerko, Local President, 50057 and Dominique Barrette, Technical Advisor.

Reni Stein reads the GSU By-laws report.

m/s Reni Stein / Nicole Rousseau

To adopt the GSU By-laws, Regulations and Policies report.

Motion carried.

(Appendix 'F')

m/s Reni Stein / Nicole Rousseau

BY-LAW 6 – NATIONAL COUNCIL

SECTION 2

The National Council shall be composed of;

- a) The National President;
- b) Three National Vice-presidents, one of whom shall have the Equity portfolio;
- c) ~~46~~ **15** Regional Vice-presidents representing the following jurisdictions;
 - Lower British Columbia mainland, including Vancouver - 1 RVP
 - Vancouver Island, the remainder of British Columbia and the Yukon - 1 RVP
 - Alberta, Nunavut, and the Northwest Territories - 1 RVP
 - Saskatchewan and Manitoba - 1 RVP
 - Ontario, excluding the National Capital Region - ~~2~~ **1** RVPs
 - National Capital Region - 4 RVPs
 - Quebec West including Montreal - 1 RVP
 - Quebec East including Quebec City - 1 RVP
 - Nova Scotia - 1 RVP
 - New Brunswick and Prince Edward Island - 1 RVP
 - Newfoundland and Labrador – 1 RVP
 - Royal Canadian Mint - 1 RVP

Section 5

The National Council shall hold at least one **in-person** meeting and **two half-day virtual meetings** each year at such time as the National President may direct; and at any other time if requested in writing by at least one third of the members of the National Council.

Section 13

At least two weeks prior to each scheduled National Council meeting, all relevant documents to the meeting shall be distributed to National Council.

Note: To change 16 to 15 Regional Vice-presidents. (In red)

Recorded vote #18. Motion carried.

m/s Reni Stein / Nicole Rousseau

BY-LAW 7 – DUTIES OF NATIONAL OFFICERS

SECTION 1 – DUTIES OF THE NATIONAL PRESIDENT

The National President shall:

- a) Represent the Union on the National Board of Directors of the PSAC as required by the Constitution of the PSAC;
- b) Uphold at all times the Constitution of the PSAC and the By-laws of the Union;
- c) preside at all meetings of the GSU National Council, and at all sessions of the GSU National Conventions;
- d) submit to each Convention a written report on the financial and membership state of the Union, on the activities of the National Council and other such committees over which he or she may have presided and include any recommendations which the National Council deems necessary to meet the continuing aims and objectives of this Union and of the PSAC;
- e) submit to each scheduled **annual** meeting of the National Council a written report on their responsibilities and activities since the last National Council meeting;
- f) endeavour to visit each Local at least once between Triennial National Conventions;
- g) interpret the By-laws of the Union. Any interpretation so given shall be put on record and posted on the website, be conclusive and in full force unless reversed by the National Council;
- h) assign duties to members of the National Council, subject to ratification of the National Council;
- i) ensure that the National Council carries out the directives and policies established by the National Conventions of the Public Service Alliance and of this Union;
- j) function as the Chief Executive Officer and custodian of all property of the Union;
- k) be responsible to the National Council for all monies paid to and expended by the Union and recommend and report on expenditures to each scheduled annual National Council meeting;
- l) be bonded during his or her term of office for an amount to be set by the National

- Council. The cost of this bonding shall be borne by the Union;
- m) exercise supervision over the affairs of the Union and sign all official documents;
 - n) keep an accurate account of proceedings of all meetings of the National Council and the Convention and distribute them to all Locals and members of the National Council;
 - o) submit ~~on a quarterly basis~~ a year-end written report to the National Council on their responsibilities and activities at the end of each calendar year preceding Convention; ~~since the last quarter;~~
 - p) carry out such other duties as may be decided by the National Council

Section 2 - Duties of the National Vice-presidents

The National Vice-presidents shall;

- a) aid the National President in his or her duties and act in the office of the President in the event of the incapacity or the unavailability of the President;
- b) attend all National Council meetings;
- c) attend all sessions of the Triennial National Convention;
- d) perform such duties as may be assigned by the National President or the National Council which may include internal GSU and PSAC Committees, Departmental National Consultation Committees and National Health and Safety Committees.
- e) submit to each scheduled meeting of the National Council a written report on their responsibilities and activities since the last National Council. A written report on their responsibilities and activities shall also be submitted to each Convention; ~~to each Convention meeting make a report on their assigned duties to each National Council meeting and to each Convention;~~
- f) maintain open communications in accordance with the GSU Communication Plan;
- g) take advantage of opportunities to mentor new officers;
- h) In addition, the National Vice-president with the Equity portfolio will be responsible for GSU Equity issues;
- i) submit ~~on a quarterly basis~~ a year-end written report to the National Council on their responsibilities and activities at the end of each calendar year preceding Convention. ~~since the last quarter;~~

Recorded vote #19 Motion carried.

m/s Reni Stein / Nicole Rousseau

BY-LAW 12 – TRIENNIAL NATIONAL CONVENTIONS

SECTION 7

~~Delegate entitlement for any regular or special convention shall be determined from the number of members for which this Union receives dues six months prior to the Convention (including the month of the Convention).~~

Delegate entitlement for any regular or special convention shall be determined from the number of members for which this Union receives dues during the calendar year

preceding the Convention, taking into account the month during which the number of dues-paying members was the highest for each local.

SECTION 10

At least two months prior to the opening date to a Triennial National Convention, **the National President, in consultation with each National Vice-President,** ~~National Council~~ shall appoint from amongst Accredited Delegates such committees as may be necessary for the conduct of business of the Convention. Delegates shall be notified of their committee appointments by the National Council at least six weeks prior to the opening of the Convention and shall be supplied with any official information they may require for the proper execution of their committee duties. Established committees may be called to meet ~~at the place where the Convention is being held~~ prior to the opening date of the Convention.

Recorded vote #20. Motion carried.

m/s Reni Stein / Nicole Rousseau

BY-LAW 14 – FINANCES

SECTION 2

This Union will have 3 Signing Officers; ~~1 of whom shall be~~ the National President, **the National Vice-President assigned the GSU Finance Committee and the GSU Finance Officer.** The other 2 signing officers shall be appointed by **keeping the National Council.** ~~All cheques shall require two signatures one of which should be the National President, except in exceptional circumstances.~~

Note: Add the word keeping and the following sentence should be in green and not highlighted in red. It should read as follows: The other 2 signing officers shall be appointed by **keeping** the National Council. This does not apply to the French version.

Recorded vote #21. Motion carried.

m/s Reni Stein / Nicole Rousseau

BY-LAW 15 – DISCIPLINE

General

This By-law shall be applied to all members regardless of where the offence took place.

SECTION 1

The National Council of this Union shall have the authority to remove from office any National or Local Officer for contravening any provision of the Constitution of the PSAC or of the By-laws of this Union, or for cause as listed in Section 5 of this By-law.

SECTION 2

GSU members in good standing shall have the right to file a complaint against another member or Officer of GSU for contravening any provision of the Constitution of the PSAC or of the By- laws of this Union, or for cause as listed in Section 5 of this By- law.

SECTION 3

- a) A Local of this Union shall have the authority to ~~remove suspended~~ suspend from office any Local officer for contravening a provision of the Constitution of the PSAC, the Local By-laws, a provision of these By-laws, or for cause listed in Section 5 of this By- law, pending investigation from the Standing Discipline Investigation Committee.
- b) A Local of this Union shall have the authority to deny Local membership privileges for any member found guilty of contravening any provision of the Constitution of the PSAC or these By- laws, or for cause listed in Section 5 of this By-law.

Recorded vote #22. Motion carried.

Note: Nicole Rousseau noted an error. Replace suspended with suspend highlighted in green. No changes to the French version.

m/s Reni Stein / Nicole Rousseau

BY-LAW 17 – AMENDMENTS TO BY-LAWS

SECTION 4

Following each Convention, these By-laws, Regulations and Policies shall be printed and distributed in both English and French to National Council and Local Presidents. This document shall also be posted on the GSU website. Any subsequent amendments will be updated in the online version. ~~shall be updated shall be printed and distributed in both English and French within 90 days of adoption.~~

a/s Kelly Bush / Azra Jusuf

To add a timeframe of ninety (90) days.

Prior to voting Mike LeBlanc wanted to know the cost to have the By-laws printed. The cost is approximately \$820.

Recorded vote #23. Motion defeated on the amendment.

Recorded vote #24. Motion carried.

m/s Reni Stein / Nicole Rousseau

REGULATION 2 – FRAMEWORK LOCAL BY-LAWS

BY-LAW 11 – FINANCES

SECTION 2

- a) Three members of the Local Executive shall be designated as signing officers, two of whom shall sign all cheques.
- b) ~~The GSU staff person assigned the responsibility of Signing Officer will be an additional signing authority on every GSU Local Bank Account.~~
- b) No disbursements shall be made without authorization by a General Membership Meeting unless such disbursements are within budgetary limits or in accordance with financial guidelines established at a General Membership Meeting.

Note: It was noted that in the English version that b) is to be removed. (Did not have a strikethrough). No changes to the French version.

Recorded vote #25. Motion carried.

m/s Reni Stein / Nicole Rousseau

REGULATION 5 – GSU STANDING COMMITTEES

SECTION 4

The Chair of each Committee shall submit to each scheduled ~~annual~~ National Council meeting a written report on the activity of the Committee since the last National Council meeting. **Committees' reports shall be posted on the GSU website.**

SECTION 5

Each committee shall be entitled to present resolutions for consideration by the National Council. Resolutions must be received in the National office of this Union at least 5 weeks prior to each scheduled National Council meeting; committees wishing to submit resolutions must send their resolutions to the GSU National Office. The National President will ensure that the resolutions are in order.

Note: The following sentence was missing in the English version highlighted in blue. No changes to the French version.

SECTION 6 5

Ad-hoc Committees are not subject to this Regulation.

Recorded vote #26. Motion carried.

m/s Reni Stein / Nicole Rousseau

REGULATION 7 – LIFE MEMBERSHIP, HONOURARY MEMBERSHIPS AND AWARD OF MERIT

SECTION 2 – GSU LIFE MEMBERSHIP – RIGHTS, PRIVILEGES AND OBLIGATIONS

- a) A Life Member of GSU, who is eligible for regular GSU membership, is entitled to all the rights and privileges of that membership.
- b) A GSU Life Member shall be exempt from paying dues to GSU.
- c) All Life Members who are no longer a delegate at the GSU Triennial Convention will be invited to attend one (1) GSU Triennial Convention, as an observer, at GSU expense.
- d) Any member who previously attended a GSU Triennial Convention as a Life Member and at GSU expenses does not qualify for this privilege.
- e) A list of current GSU Life Members will be maintained by the National President and will be published **on the website** and in the booklet ~~with a short biography~~ containing the GSU By-laws, **along with a short biography**.
- f) The membership responsibilities as stated in GSU By-law 4 shall also apply to GSU Life Members.
- g) A GSU Life Member shall have their Life Membership placed in suspension while they are employed in a confidential or managerial capacity or in any position where they are barred from participation in the affairs of an employee organization by reason of the terms and conditions employment or any requirement of other labour legislation.

The Life member will receive a GSU gift ~~of their choice (maximum of \$200)~~ in the amount of **\$750 in the form of a gift card.**

- h) If photos are taken of the nominees, they become the property of the National Office for use at its discretion.

SECTION 4 – GSU HONOURARY MEMBERSHIPS

- a) Nominees for Honourary Membership must be ineligible for Regular or Associate Membership in the GSU. GSU Honourary Membership is warranted when the nominee has given outstanding service to the GSU. Outstanding service shall mean service of a very significant nature involving a single incident or service of a high caliber over a period of time. The service may be at any level of the Union as a whole, but it must also have benefited other segments of the Union.
- b) A GSU Local may nominate one of its members who merits this honour. In addition, a nomination may originate with the GSU National Council, in which case, the opinion of the appropriate Local will be sought and be reviewed by the Union Recognition Committee and if approved circulated to the members of the National Council.
- c) All recommendations for GSU Honourary Membership shall require a $\frac{2}{3}$ majority vote of the National Council and voting will be done by secret ballot.
- d) A GSU Honourary Member shall not be entitled to vote or to hold elective office but shall be entitled to all other rights and privileges of membership and shall be exempt from paying dues to the Union.
- e) A list of Honourary Members shall be established and maintained by the National President and shall be published **on the website and** in the booklet containing the GSU By-laws.
- f) Honourary members will receive a plaque. The award shall be presented at a Local

or National event by a Union Official. If photos are taken of the nominees, they become the property of the National Office for use at its discretion.

SECTION 5 – AWARDS OF MERIT

- a) An Award of Merit is warranted when a member has given their personal time and exemplary effort to the GSU.
- b) The Executive of a Local may recommend to the National Council the granting of an Award of Merit. In addition, the National Council may consider granting an Award of Merit.

All decisions of the National Council to grant an Award of Merit shall require a $\frac{2}{3}$ majority vote and voting will be done by secret ballot.

- c) A list of members receiving Awards of Merit shall be maintained by the National President and shall be published **on the website and** in the booklet containing the GSU By-laws.
- d) The recipients will receive a plaque. The award shall be presented at a Local or National event by a Union Official. If photos are taken of the nominees, they become the property of the National Office for use at its discretion.
- e) The recipients will receive a plaque. The award shall be presented at a Local or National event by a Union Official. If photos are taken of the nominees, they become the property of the National Office for use at its discretion.

Recorded vote #27. Motion carried.

REGULATION 9 – LOCAL FINANCIAL ACCOUNTING

Martine Babcook assumed the Chair. (4:18 p.m. to 4:22 p.m.)

m/s Reni Stein / Nicole Rousseau

~~**SECTION 4 – GSU SIGNING AUTHORITY**~~

~~The GSU staff person assigned the responsibility of Signing Officer will be an additional signing authority on every GSU Local Bank Account.~~

Recorded vote #28. Motion carried.

National President assumed the chair at 4:23 p.m.

m/s Reni Stein / Nicole Rousseau

REGULATION 10 – DISCIPLINE PROCEDURES

GENERAL

This regulation shall be known as the Discipline Procedures Regulation and is issued under the authority of GSU By-law 15.

SECTION 1 – GENERAL PROCEDURES

Allegations of misconduct made at any level of the union shall be dealt with following the procedures described in section 1 and either sections 2 or 3 of this Regulation.

- a) Allegations of misconduct against any member shall be in writing, signed by the complainant, and shall indicate the section of the Local or GSU By-laws or Alliance Constitution under which the complaint is being filed. The action related to the misconduct shall be clearly stated and proof or evidence of the misconduct shall be included with the complaint.
- b) The complaint shall be submitted to the appropriate body and, at the same time, a copy of the complaint shall be provided to the member against whom the complaint is made.
- c) Timeframes
 - i. In the case of discipline resulting from a strike, allegations must be filed within one year of the end of the strike.
 - ii. In the case of discipline relating to any other kind of misconduct, allegations must be filed within 90 calendar days of the incident.
 - iii. The investigation shall start no longer than 30 calendar days from the date of receipt of the complaint.
- d) Any complaint or accusation found to be frivolous and intended to harass, embarrass, or discredit a member or members may result in a recommendation of disciplinary action against the complainant being included in the investigation committee's report.
- e) Both the member charged and the member making the allegation shall have the right to appear before the investigation committee.
- f) Witnesses may appear before the committee if invited by the committee. A witness is an individual who witnessed the alleged misconduct or who has some other type of relevant information that will assist in determining whether a contravention occurred.
- g) Reports of the Investigation Committee shall consist of one or two parts depending on whether the allegation is upheld by the Committee.

Section 1 will include a finding of fact that either confirms or not that the members have violated the PSAC Constitution, GSU By-laws or Local By-laws.

- i. Section 1 will include a finding of fact that either confirms or not that the members have violated the PSAC Constitution, GSU By-laws or Local By-laws. This part of the report may also include information on the committee's method of investigation, the committee composition, and the committee's opinion as to whether the complaint was frivolous. Section 1 of the report cannot be amended and is subject to a clear majority vote to receive it.
 - ii. Section 2 would recommend the specific disciplinary action in the event that the Committee finds that the member or members have violated the PSAC Constitution, GSU By-laws, or Local By-Laws. Section II of the report may be amended and is subject to a $\frac{2}{3}$ majority vote.
- h) Allegations of misconduct should be submitted to the appropriate receiving body:
 - i. At the Local Level, the appropriate receiving body is the Local President.
 - ii. A complaint at the Local level may also be submitted to the

Regional Vice-president or the National President if there is appropriate reason to do so.

- iii. At the national level the appropriate receiving body is the National President.
 - iv. Allegations against the National President shall be submitted to the National Vice-president delegated to act for the President in accordance with section 1 of GSU Regulation 11.
- i) The receiving body in each case will ensure that the complaints meet the criteria stated in section 1, paragraphs a) b) and c) of this regulation have been met before submitting the complaint to the investigation committee.

SECTION 2 – LOCAL PROCEDURE

Allegations of misconduct made at the Local level of the union shall be dealt with following the procedures described in sections 1 and 2 of this Regulation.

- a) ~~The Local shall establish an internal or external impartial review committee consisting of three people to investigate and assess the charges, including the receipt of oral and written evidence.~~
- b) ~~The Committee shall present a report to the Local Executive in the format described in section 1c) and if disciplinary action is recommended, it shall be subject to approval by a two-thirds majority of members in attendance at a General Membership Meeting of the Local except only that the member(s) initiating disciplinary action against another member(s), and the accused member(s) shall be denied voice and vote during the decision-making process.~~
 - a) ~~The investigation shall start no longer than 30 calendar days from the date of receipt of the complaint~~
 - b) ~~If disciplinary action is recommended, it shall be subject to approval by a 2/3 majority vote of the National Council.~~
- c) The disciplined member or members may appeal the decision following the procedure described in Section 5 of this Regulation. ~~of the Local to the GSU National Council.~~
- d) The results of all complaints and investigations shall be submitted to Local Executive by the National President the National President by the Local Executive, who, in the case of a recommendation for suspension of membership, shall refer the recommendation to the PSAC National Board of Directors.

SECTION 3 – NATIONAL COUNCIL PROCEDURE

Allegations of misconduct made at the National Council level of the union shall be dealt with following the procedures described in sections 1 and 3 of this Regulation.

- a) A complaint filed against a member or members of the National Council, will be forwarded to the GSU Standing Disciplinary Investigation Committee by the National President, as described in section 4 below.
- b) The Standing Discipline Investigation Committee shall investigate the complaint in accordance with this Regulation and present a report to the GSU National Council in the format described in section 1c).
- c) If disciplinary action is recommended, it shall be subject to approval by a two-thirds majority of the National Council, except that the member(s) initiating disciplinary action against another member(s), and the accused member(s) shall be denied voice and vote during the decision-making process.
- d) The disciplined member or members may appeal the decision following the procedure described in Section 5 of this Regulation.
- e) In cases where the National Council upholds a recommendation for suspension from membership, that recommendation shall be placed before the National Board of Directors of the Alliance by the GSU President in accordance with the GSU By-laws, to be dealt with in accordance with the Constitution of the Public Service Alliance.

SECTION 4 – STANDING DISCIPLINE INVESTIGATION COMMITTEE

- a) The GSU Standing Discipline Investigation Committee shall consist of ~~6~~ ~~five (5)~~ GSU National, Regional or Local Officers appointed by the National Council, in accordance with GSU By-law 6, section 8. Any three (3) members of the committee shall investigate any particular complaint.
- b) The committee shall develop appropriate methods for its investigations which will include the following points:
 - i. The committee shall conduct the investigation in an impartial manner, with discretion and within a reasonable timeframe and will conduct interviews in an appropriate manner and in a confidential location.
 - ii. The committee shall ensure that the accused member has been provided with a written copy of the allegations.
 - iii. The accused member and the complaining members will be given opportunity to identify relevant witnesses for the committee to interview.
 - iv. The committee will ensure that all witnesses, the complainant, and the accused member are aware of the mandate of the committee.
 - v. The Committee will receive specific training from the Component.
- c) The Standing Discipline Investigation Committee may invite a neutral person from outside the GSU organization to participate in a particular investigation. The rationale for such an invitation shall be included in the committee's report of the investigation.
- d) The Committee shall report to the National Council in accordance with section 1c) of this regulation, for each investigation presented to it. In addition, it shall present a more general report on its activities to each regular meeting of the GSU National Council.

- e) If a member of the Standing Discipline Investigation Committee is personally implicated in a particular complaint, he or she shall excuse himself or herself from that investigation and shall take no part in it unless called as a witness by the committee.

SECTION 5 – APPEAL PROCEDURES

Appeals against discipline must be received in writing, signed by the appellant, and clearly state the grounds upon which the appeal is based, **no later than 30 calendar days after the decision is provided to the complainant.**

- a) An appeal against discipline, up to and including removal from office, at the Local level shall be submitted to the National Vice-President **delegated to act for the President in accordance with Section 1 of GSU Regulation 11. The National Vice-President shall forward the appeal to the Appeals Committee, which shall be composed of the 3 GSU Standing Discipline Investigation Committee members who did not investigate the complaint.**
- b) An appeal against discipline, up to and including removal from office, at the National level shall be submitted to the National President. The National President shall forward the appeal **to the Appeals Committee, which shall be composed of the 3 GSU Standing Discipline Investigation Committee members who did not investigate the complaint.** ~~to a three-person tribunal.~~
- c) **The Appeals Committee shall render a written decision no later than 30 calendar days from the date they received the closing statements and shall forward the decision to the parties involved.**
- d) **The appeal decision of the Appeals Committee shall be final and binding on all parties to the appeal.**

Recorded vote #29. Motion carried.

m/s Reni Stein / Nicole Rousseau

REGULATION 13 – SELECTION OF DELEGATES TO CONFERENCES AND SEMINARS

Delegates to Conferences and Seminars will be determined by the GSU National President and the National Vice President with responsibility for the relevant portfolio. ~~The criteria for selection priority of delegates shall be;~~

- ~~i. National Officer with an Assigned Role in their region~~
- ~~ii. Local and Regional positions with an assigned role within GSU, PSAG, and/or community~~
- ~~iii. General Membership~~

Consideration will be given based on the merit of the application. Regional distribution shall be a consideration. The National President will consult with the respective Regional Vice Presidents in the applicant's jurisdiction for input on selection. GSU will strive to rotate opportunities to Members when selecting delegates to conferences and seminars.

Recorded vote #30. Motion carried.

m/s Reni Stein / Nicole Rousseau

~~Policy 4 – Payable Allowances – Staff~~

~~GENERAL~~

~~This policy shall be known as the Payable Allowances – Staff Policy. Nothing in this policy shall override the provisions of an existing collective agreement.~~

~~SECTION 1~~

- ~~a) For the purpose of this Regulation, officially authorized Union business that necessitates travel by the National Office staff shall be determined by the National President.~~
- ~~b) Subject to paragraph a) above, all expense claims submitted by the National Office staff shall require approval for payment by the National President.~~

~~SECTION 2~~

~~Expenses shall be paid in accordance with GSU Regulation 4.~~

~~SECTION 3~~

~~National Office staff shall be permitted to claim remuneration for overtime work in accordance with their collective agreements, which will be available to the National Council and membership.~~

~~SECTION 4~~

- ~~a) Expense claims shall be supported by hotel bills, major transportation receipts and other bills or receipts normally obtainable from the provider of a service.~~
- ~~b) Notwithstanding paragraph a) above, when incurring an expense for the purpose of public relations, a receipted voucher shall be attached to the claim if the amount is more than \$5.00.~~

Recorded vote #31. Motion carried.

National President thanked the GSU Finance and GSU By-laws committees for a job well done.

c) Education Committee

m/s Kevin Hanson / Linda Harding

Kevin Hanson tabled a report on behalf of the Committee and introduced the members of the Committee who are stated in his report.

Motion carried unanimously.

(Appendix ‘G’)

m/s Linda Harding / William Tait

The meeting adjourned at 4:46 p.m. and reconvened at
9:00 a.m. on Wednesday, May 3, 2023.

Wednesday, May 3, 2023

The meeting of the GSU National Council called to order at 9:08 a.m. on Wednesday May 3, 2023, with GSU National President (NP) Bruce Roy in the Chair, and and the same participants from May 3 were in attendance as stated on page 1.

Point of Privilege

Heather Rawlins thanked the National President for the team building dinner and for a wonderful evening with National Council.

Announcement

National President reminded National Council about the social event dinner taking place tonight at the Harbour House. This will be a great opportunity to come together and enjoy a great evening. Everyone is welcome.

d) Local Development Committee

M/S Kevin Hanson / Steve Colterman

Kevin Hanson provided updates on the GSU handbooks and website. He also National Council that the onboarding presentation is completed.

Kelly Bush commented that the handbooks were well done. Reni Stein wanted to know if hard copies were available. Kevin Hanson stated that if anyone wishes a copy they can send him an email and also the handbooks will be provided in the convention kits.

To adopt the GSU Local Development Report as presented.

Motion carried.

(Appendix 'H')

M/S Kevin Hanson / Steve Colterman

Martine Babcook, National Vice-President assumed the Chair. (9:19 a.m. to 9:23 a.m.)

Motion: LDC-01-23

Subject: Public Service Alliance of Canada Mental Health Support study for union activists

Originator: Local Development Committee to National Council May 2-4, 2023

WHEREAS Union activism comes with mental health risks and challenges, and;

WHEREAS Limited support is provided to Union Activists when their roles and responsibilities lead to mental health depletion, and;

WHEREAS The Union loses activists as a result of mental health injuries and challenges;

BE IT RESOLVED THAT PSAC mandates and funds a third-party institute to conduct a study on if and how the Union can better support the mental health for its activists at the start of the 2024-2027 cycle, and;

BE IT FURTHER RESOLVED THAT a Mental Health for Activists Action Plan be developed and implemented by the PSAC at the end of the 2024-2027 cycle.

Rationale – *GSU requests that PSAC mandates and funds a Mental Health Support Study to provide evidence for a future Mental Health Support Program for Union*

Activists. Union Activists are susceptible to things like presumptive injury, compassion fatigue, burnouts, inability to adequately juggle work, personal life and union activism, among several other mental health related injuries. Also, the impact on equity members is heightened because of barriers people of equity face, and the limited access to things that can lead to a depletion of mental health. As a result, activists are either suffering in silence, having to quit doing union work or their regular work, become apathetic or resent the union for the harm they experienced while they were involved. A mental health study would help the Unions ability to better support activists who volunteer their time and are at a high risk of mental health injuries while performing their union responsibilities. Recommendations from a study would be implemented by the Union, and this would improve the overall health of the Union and limit the mental health injuries on activists.

Recorded vote # 32. Motion carried.

Note: This resolution will be forwarded to PSAC Convention if passed at the GSU 9th Triennial Convention.

e) Union Recognition Committee

Anthony Drozdowski, chair of the Union Recognition tabled a report and introduced the committee members which are stated in his report.

M/S Anthony Drozdowski / Heather Rawlins

To adopt the GSU Union Recognition Committee Report.

Motion carried.

Appendix 'I'

Anthony Drozdowski presented the following two motions to National Council.

M/S Anthony Drozdowski / Heather Rawlins

Motion: 01-23

Subject: GSU National Council Members Resigning or Retiring

Originator: Union Recognition Committee to National Council – May 2-4, 2023

The URC recognizes the hard work and dedication of National Council members and therefore recommends that the Committee develops, in the new cycle, guidelines to reward outgoing Council members.

BE IT RESOLVED THAT the Union Recognition Committee develops, in the new cycle, guidelines to reward outgoing GSU Council members.

Recorded vote # 33. Motion carried.

M/S

Anthony Drozdowski / Heather Rawlins

Motion: 02-23

Subject: GSU Life Membership

Originator: Union Recognition Committee to National Council – May 2-4, 2023

The URC also recommends increasing the amount of GSU's Life Members' gift to \$750 in the form of a gift card.

BE IT RESOLVED THAT the amount of the gift given to Life Members increases to \$750; and

BE IT FURTHER RESOLVED THAT the gift should be given in the form of a gift card of the Life Member's choice; and

BE IT FURTHER RESOLVED THAT Regulation 7, Section 2h) be amended accordingly.

Recorded vote # 34. Motion carried.

f) Equity Committee

Kelly Bush, chair of the Equity Committee tabled a report and introduced the committee members which are stated in her report.

M/S Kelly Bush / Heather Rawlins

To adopt the GSU Equity Committee Report.

Motion carried.

Appendix 'J'

g) Young Workers' Committee

Kevin Hanson, chair of the Young Workers' Committee tabled a report and introduced the committee members which are stated in his report.

M/S Kevin Hanson / Steve Colterman

To adopt the GSU Young Workers' Committee Report.

Motion carried.

Appendix 'K'

7. Unfinished Business

a) Logo proposal

From the National Council meeting of September 30, 2022

Anthony Drozdowski, chair of the Union Recognition Committee (URC) presented two logos to National Council.

That GSU National Council select option 1 or option 2. After some discussion and consideration, the National Council decided to adopt option 1 as the new logo for GSU. Moving forward GSU will use option 1 as its official logo.

Recorded vote #35. Motion carried. (Option 1)

Announcement

National President updated National Council that PSAC will provide the list of members who have been on the picket line by the end of the day today or tomorrow.

He also stated that CEIC is encouraging their members to vote against the tentative agreement. However, GSU strongly urges members to vote in favor.

b) Engagement Survey Presentation

Kevin Hanson presented the engagement survey to National Council. This was provided for information purposes, and it will be shared with National Council. It was recommended that this should be done once per cycle and part of the action plan for upcoming meetings. Kevin Hanson answered questions and advised National Council that they can reach out to him for further information.

From the National Council meeting of December 9, 2022

a) Equity Resolution #2 / Bursaries – referred to the Union Recognition Committee

Motion: Equity-02-22

Subject: Bursary

Originator: Equity Committee / Referred to the Union Recognition Committee

Following the NC meeting of December 9, 2022, the Union Recognition Committee (URC) met on January 18, 2023 to discuss the Equity Resolution #2. The resolution reads as follows:

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

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

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

Committee Recommendation: Non-Concurrence

***The rationale:** The committee already uses “equity” as one of the selection criteria when considering each bursary. If adopted, this resolution would reduce the equity applicants’ eligibility from 4 bursaries to 1 limiting its intended flexibility.*

Recorded vote #36. Motion carried on the committee recommendation.

b) Equity Resolution #4 / Equity Conference

Motion: Equity-04-22

Subject: Equity Conference

Originator: Equity Committee Referred to Finance Committee for Costing

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

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

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

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

Costing:

Assumptions : GSU would fund an Equity Conference in Ottawa, every budget cycle, for 10 GSU members in good standing, 7 GSU Equity Committee members and 1 NVP, for a total of 18 participants, to attend a fully funded 2-day conference.

Airfare:	(18+2) X \$1,000.00	\$ 20,000.00
Ground:	(18+2) X \$200.00	\$ 4,000.00
Salary:	(18+2) X \$300.00/Per Day/4 Days	\$ 24,000.00
Per Diem:	(18+2) X \$130.00/Per Day/4 Days	\$ 10,400.00
Hotel:	(18+2) X \$350.00/Per Night/3 Nights	\$ 21,000.00
Meeting Room:	\$1,000.00/Per Day/2 Days	\$ 2,000.00

Interpreters:	\$2,000.00/Per Day/2 Days	\$ 4,000.00
Technicians:		\$ 10,000.00
Guest Speakers:		\$ 10,000.00

Miscellaneous		\$ 14,600.00
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<u>TOTAL COST :</u>		<u>\$ 120,000.00</u>
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a/s Leanne Moss / Heather Rawlins

BE IT RESOLVED THAT the Equity conference be fully funded and that a budget line be added in the budget 2024-2025-2026.

Recorded vote #37. Motion carried on the amendment.

a/s Mélanie Hamel / Nicole Rousseau

BE IT RESOLVED THAT GSU hold a one-time Equity Conference in 2024-2025 or 2026.

Recorded vote #38. Motion carried on the amendment.

Recorded vote #39. Motion carried.

c) Equity Resolution #6. NVP Requirement

Motion: Equity-06-22

Subject: NVP Equity Requirement

Originator: Equity Committee / Referred to the By-Laws Committee

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

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

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

By-Laws Committee recommendation: Non-Concurrence

The rational: *The above resolution causes concern related to barriers it creates for equity seeking members who do not want to identify, raising questions of privacy and exclusion. Furthermore, if an election of the NVP for equity involves candidates who identify and those who do not, the members who do not are placed at a disadvantage causing division and runs against a core value of the union, which is solidarity regardless of difference.*

The resolution creates a two-tier system which we have fought against with regards to pay and pension rights. Examples of scenarios are outlined below:

What if an equity seeking member does not want to identify e.g., sexual orientation and religious or family conflict? What about members with a hidden disability they do not want to reveal. Or multi-racial or intersectional members who do not identify with one particular equity group and members who are Indigenous but do not have “government or Indigenous band proof” of their identity.

If the resolution seeks to eliminate a perceived exclusion of equity seeking members within the GSU what study or statistics has been produced in the composition of national and local leadership compositions related to equity that highlight discrimination?

Recorded vote #40. Motion carried.

Afternoon Session

8. New Business

a) Nomination: GSU Life Membership for Randy Howard

m/s Anthony Drozdowski / Mike LeBlanc

Anthony Drozdowski reads the following motion to National Council.

Local 60018 recognizes the hard work and dedication that Randy Howard put in over the years as an avid union activist and National President. Therefore, Local 60018 would like to nominate Brother Randy Howard to be awarded the Government Services Union Lifetime Membership award for his longtime dedication to the labour movement and to his sisters and brothers of the union. Brother Howard worked through unprecedented times when the world was hit with COVID, and everything switched to virtual overnight, he remained focused and determined to keep the best interests of his sisters and brothers a priority.

WHEREAS Randy Howard has served as an executive member of his GSU Local 60018 as Shop Steward in 2006 and elected Local President in 2008, and

WHEREAS he was elected in 2014 as Regional Vice-President for New Brunswick, PEI; responsible for members in the Accounting, Banking, Compensation Branches in PSPC, serving four (4) years, and

WHEREAS he was elected National President of GSU from 2017-2022, the first time a member from Local 60018 to be elected, and

WHEREAS he always had the best interest of his union brothers and sisters, and

BE IT RESOLVED THAT Former GSU National President Randy Howard be awarded GSU Life Membership for his dedication, commitments and hard work to the labour movement.

Biography of Randy Howard

- December 2003 hired with Superannuation, now known as Government of Canada Pension Centre in Shediac, NB
- November 2006 became shop steward GSU Local 60018
- November 2008 elected as Local President-GSU 60018
- September 2014 elected as Regional Vice President-New Brunswick and Prince Edward Island: Responsible for members with Accounting, Banking, Compensation Branch and Public Services and Procurement Canada.
- September 2017 elected National President-Government Services Union
- Brother Howard has been a long-time serving member of our union. Randy has started on the local executive as Shop Steward, was local president for many years until being elected to Regional Vice-President for 6 years and in than being the first local 60018 member to be elected to National President of

in 2018 until 2022. Brother Howard has always had the best interests of his union sisters and brothers at heart

Secret ballot. Motion carried.

Point of Order

m/s Linda Harding / Mélanie Hamel

THAT the ballots be destroyed.

b) Update GSU Convention 2023

National President provides a brief update on the upcoming GSU Convention 2023.

- Committees will be meeting at the beginning of July 2023 at the Delta Hotel, in Ottawa.
- Committee members will be advised on which committee they sit.
- Reminded National Council that delegate credentials must be submitted by the end of May 2023.

c) Update – Local Presidents' Conference 2024

National President informed National Council about the upcoming Local Presidents' Conference in 2024. The conference is scheduled to take place the third week of September at the Westin Hotel in Halifax, Nova Scotia. Also, GSU will be celebrating its 25th anniversary during the conference. This will be an exciting event to look forward to.

d) Grievance Report

David Girard presented a grievance report to National Council and answered questions. Nicole Rousseau requested a copy of the presentation. David Girard stated that it would be sent by email to National Council.

GSU Finance Committee (Referred)

m/s Martine Babcook / Mélanie Hamel

The Finance Committee recommends that the amended **GSU Triennial Budget for the years 2024, 2025 and 2026** be approved and forwarded to the GSU Triennial National Convention as presented.

Recorded Vote 41. Motion carried.

9. Round Table

The meeting ended with a round table discussion.

National President invited the observers to address National Council.

Joe Walsh, Vice-President Local 20001: He thanked National Council for being able to observe the National Council meeting. He is excited to attend the GSU Convention and looking forward to the future of GSU. He stated that this was a wonderful experience.

Ian Leblanc, Local President 70055: He thanked National Council for the invitation and will share the information with his local. He stated that the component is in good hands, and to keep up the good work.

Sina Agah, Local President 70013: Thank you for the eye-opening - true democracy. Even though National Council does not always see 'eye to eye' the debates are respectful. He stated that members that stood the line should be applauded.

Kevin Hanson: He thanked everyone for a great week.

Anthony Drozdowski: He enjoyed seeing everyone. He thanked the members for their hard work during the strike.

Mike LeBlanc: He stated that he did not feel comfortable leaving the members during the strike, and happy that everything worked out. He wishes everyone a safe travel home.

Steve Colterman: He stated that he was glad to see everyone in Victoria and he is looking forward to seeing everyone at the GSU convention in September.

Linda Harding: She advised National Council that this is her last NC meeting and Convention will be her last event. She is stepping down, retiring in twenty months and moving to PEI. She thanked everyone and stated that she will miss everyone!

Reni Stein: She thanked everyone for coming to Victoria. She thanks GSU staff for all their hard work and is looking forward to the social event this evening and Convention. This was a great week.

Will Tait: He thanked GSU staff and NC for the great opportunities. He is very proud of the NCR for all the work they did during the strike.

Paul Paquette: He enjoyed Victoria and thanked everyone for this opportunity. He enjoyed seeing everyone in person. He is looking forward to Convention.

Leanne Moss: She echoed everyone's comments and emphasized that GSU is like a big family. She is looking forward to attend Convention. Leanne mentioned that the debates during the meetings were conducted respectfully, and the overall outcome of the meetings was successful. She stated that it is important to acknowledge the efforts of the bargaining team, especially considering the challenging nature of the negotiations. It proves when working together we can achieve better outcomes for the members and advised National Council that Troy MacDonnell, Local President of 60011 represented the PA table. She recognizes the importance of the members' support and without their support she would not have been able to accomplish this task.

Kelly Bush: She thanked Leanne and Troy for their work on the bargaining team. She also advises that this is her last NC meeting and that she will be stepping down as NVP Equity. She stated that there have been many changes, and that we do not always agree but we do it for the membership. She thanked everyone.

Azra Jusuf: She stated that Kelly will be missed. She added that Victoria is beautiful. She thanked David Girard for the support with grievances and Dominique Barrette for her support during the strike. She thanked everyone.

Heather Rawlins: She had a great time. Even though she was born in Vancouver, this was her first time in Victoria.

Nicole Rousseau: She thanked everyone for the respectful debates. She stated that the National Capital Region is not an easy region, and that members of Local 70019 have stepped up to the plate during the strike. She thanked GSU staff for organizing this event and thanked the translators.

Mélanie Hamel: She enjoyed the face-to-face meetings; it's been a great week. She thanked everyone for the good discussions.

Martine Babcook: She mentioned that a couple weeks leading up to the National Council meeting she felt nervous and stressed. However, she stated that National Council was able to complete everything successfully and even finished ahead of schedule. She expressed gratitude toward the hotel staff, mentioning that the food was great. Additionally, she conveyed her well wished to Kelly Bush and Linda Harding and hoping to visit Linda Harding in PEI.

Bruce Roy: He thanked the observers who attended in-person and the virtual observers for their presence and participation. He extended his thanks to the translators, the audio-visual staff, the hotel staff, and staff acknowledging their excellent work. Additionally, he informed National Council that this is Monique Desrosiers' last National Council meeting. A great big thank you to Kelly Bush and Linda Harding whom he got to know and appreciate their friendship over the years. After the completion of GSU business, he announces the cancellation of the National Council meeting scheduled for the following day, May 4. He encourages National Council to make the most of the day and enjoy themselves. However, he reminded them that despite the cancellation, a continental breakfast and lunch would still be provided on May 4, 2023.

10. Adjournment

M/S Linda Harding/ National Council

The meeting adjourned at 3:31p.m.

Action items

- Amended resolution: That a Special National Conference Meeting be held to evaluate the possibility of a top-up to members who were on strike. (Action completed – email sent to NC on Aug. 2, 2023.)

6.e) Union Recognition Committee

- To develop guidelines to reward outgoing GSU National Council Members

8.a) GSU Life Membership of Randy Howard

- \$750 gift card and letter (Action completed by M. Desrosiers)
- Add biography to GSU By-laws (Action completed by D. Barrette)

8.b) GSU Convention 2023

- To provide list of GSU Committees to the Committee Members (Action completed by M. Thomas)

8.d) Grievance Report

- To provide the presentation to NC. (Action completed by David Girard)

Recorded votes

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	F-01-23 Amend to add strike fund	F-01-23 Political Action Campaign as Amended	F-02-23 – GSU unaudited Financial Statements	F-03-23 –Amend to change his/her to “ their”	F-03-23 Amend GCU Reg 4 – Expenses for Members	F-03-23 – As presented	F-04-23 Amend Policy 3 – Family Care GCU Meetings	F-05-23 Move GCU Reg 4.9)bi,ii,iii -Misc expense for NC Members	F-06-23 Line 8 – LP Conf. Budget 2024 & 2025	F-07-23 Motion to amend	F-07-23 Amend GCU Reg 4.12a)b)c) PSAC Events	F-08-23 Motion to amend	F-08-23 Amend GCU Policy 9 Local Conf Subsidy	F-09-23Add line 9.G GCU Regional Conf – Budget year 2024 & 2025	F-10-23Add line 11.C – Political Action Campaigns	F-11-23 GCU Triennial Budget 2024-2025 & 2026	Special NC Mtg Re: Member top ups	By-Law 6	By-Law 7
Vote Number / Numéro de vote	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Babcook, Martine, NVP	1	1	1	2	2	1	1	1	1	2	1	2	1	1	1	1	1	1	1
Bush, Kelly, NVP Equity	1	1	1	1	1	1	2	1	1	2	2	1	1	1	1	2	1	1	1
Hanson, Kevin, NVP	1	1	1	1	2	1	1	1	1	2	1	2	1	1	1	1	1	1	1
Colterman, Steve	1	1	1	2	1	1	1	1	1	2	1	2	1	1	1	1	1	1	1
Drozowski, Anthony	1	1	1	1	1	1	1	1	1	2	1	2	1	1	1	1	1	1	1
Hamel, Mélanie	1	1	1	2	2	1	1	1	1	2	1	2	1	1	1	1	1	1	1
Harding, Linda	1	1	1	1	2	1	1	1	1	2	1	1	1	1	1	1	1	1	1
Jacobs, Sheldon	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Jusuf, Azra	1	1	1	2	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1
LeBlanc, Mike	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Moss, Leanne	1	1	1	1	1	2	3	1	1	1	1	1	1	1	1	2	1	1	1
Paquette, Paul	1	1	1	2	1	1	1	1	1	2	1	2	1	1	1	1	1	1	1
Rawlins, Heather	1	1	1	2	2	1	1	1	1	2	1	2	1	1	1	1	1	1	1
Rousseau, Nicole	1	1	1	2	2	1	1	1	1	2	1	2	1	1	1	1	1	1	1
Stein, Reni	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Tait, William	1	1	1	1	2	1	1	1	1	1	1	2	1	1	1	1	1	1	1
Tessier, Jeff	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
RVP MTL & ON Vacant	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Roy, Bruce, NP	1	1	1	1	2	1	1	1	1	2	1	2	1	1	1	1	1	1	1

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	By-Laws 12	By-Laws 14	By-Laws 15	By-Laws 17 - amended on	By-Laws 17	By-Laws – Reg 2	By-Laws – Reg 5	By-Laws – Reg 7	By-Laws – Reg 9	By-Laws – Reg 10	By-Laws – Reg 13	By-Laws – Policy 4	LDC – 01-23 n	URC 01-23	URC 02-23	Logo #3	Equity 02-22	Equity 0-22 amended	Equity 04-22 – one time amended
Vote Number / Numéro de vote	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
Babcock, Martine, NVP	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Bush, Kelly, NVP Equity	1	1	1	1	2	1	1	1	1	4	1	1	1	2	2	3	2	1	1
Hanson, Kevin, NVP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Colterman, Steve	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	1	1	1
Drozdowski, Anthony	1	1	1	3	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1
Hamel, Mélanie	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Harding, Linda	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
Jacobs, Sheldon	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Jusuf, Azra	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	2
LeBlanc, Mike	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
Moss, Leanne	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	2	1	2
Paquette, Paul	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Rawlins, Heather	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Rousseau, Nicole	1	1	1	2	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1
Stein, Reni	1	1	1	2	1	1	1	1	1	1	1	1	1	1	2	2	1	1	1
Tait, William	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
Tessier, Jeff	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
RVP MTL& ON Vacant	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Roy, Bruce, NP	1	1	1	2	1	1	1	1	4	1	1	1	1	1	1	1	2	1	1

Legend / Légende: 1. Yes / Pour 2. No / Contre 3. Abstain / Abstention 4. Absent / Absent-e	Equity Conference # 04	06-22-NVP Requirement	F12-23 Amended Budget	
Vote Number / Numéro de vote	39	40	41	
Babcook, Martine, NVP	1	1	1	
Bush, Kelly, NVP Equity	1	2	2	
Hanson, Kevin, NVP	1	1	1	
Colterman, Steve	1	1	1	
Drozdowski, Anthony	1	1	1	
Hamel, Mélanie	1	1	1	
Harding, Linda	1	1	1	
Jacobs, Sheldon	4	4	4	
Jusuf, Azra	1	2	1	
LeBlanc, Mike	1	1	1	
Moss, Leanne	1	3	2	
Paquette, Paul	1	1	1	
Rawlins, Heather	1	2	1	
Rousseau, Nicole	1	1	1	
Stein, Reni	1	1	1	
Tait, William	1	1	1	
Tessier, Jeff	4	4	4	
RVP MTL & ON Vacant	X	X	X	
Roy, Bruce, NP	1	1	1	

GSU National Council Meeting
Hotel Inn at Laurel Point, Victoria, B.C.
May 2 to 4, 2023 – Spirit BCD

Appendix ‘A’ – Agenda

1. Call to Order and Announcements 9:00 a.m.
2. Approval of Agenda
3. Hours of Session
 - May 2, 2023 9 a.m. – 12:00 p.m., 1:00 p.m. – 5:00 p.m.
(Regular business)
 - May 3, 2023 9 a.m. – 12:00 p.m., 1:00 p.m. – 5:00 p.m.
(Regular business)
 - May 4, 2023 9 a.m. – 12:00 p.m., 1:00 p.m. – 4:00 p.m.
(Regular business)
4. Approval of Previous Minutes
 - a) Minutes of September 30, 2022
 - b) Conference Call Minutes of December 9, 2022
 - c) Conference Call Minutes of April 3, 2023
5. Officers’ Reports
 - a) National President’s Report
 - b) National Vice-Presidents’ Reports
 - c) Regional Vice-Presidents’ Reports
6. GSU Committee Reports
 - a) Financial Review Committee
 - b) By-Laws, Regulations and Policies Committee
 - i) Explanatory Notes
 - ii) Amendments to GSU By-laws, Regulations and Policies
 - c) Education Committee
 - d) Local Development Committee
 - i) Resolutions
 - e) Union Recognition Committee
 - i) Resolutions
 - f) Equity Committee
 - g) Young Workers’ Committee

7. Unfinished Business

From the National Council meeting of September 30, 2022

- a) Logo Proposal
- b) Engagement Survey presentation

From the National Council meeting of December 9, 2022

- a) Equity Resolution #2 / Bursaries – Referred to the Union Recognition Committee
- b) Equity Resolution #4 / Equity Conference – Referred to the Finance Committee
- c) Equity Resolution #6 / NVP Equity requirement – Referred to the By-Law Committee

8. New Business

- a) Nomination: GSU Life Membership for Randy Howard
- b) Update GSU Convention 2023
- c) Update – Local Presidents' Conference 2024
- d) Grievance Report

9. Round Table

10. Adjournment

Appendix 'B' – Report of the National President, Bruce Roy Presented to GSU National Council

May 2023

My friends;

It is with great pride that I submit my final report to the GSU National Council and membership prior to our Triennial Convention in September 2023. Since submitting my last report in January 2023, I have maximized my efforts on our union-management consultations and participated in various meetings with members and Locals.

I have been able to see the skilled work done by the GSU Standing Committees, the National Council and the activists. I am extremely proud of what our organization has accomplished and the place GSU is taking within the PSAC family.

Membership

When I took over as President of GSU in October 2021, GSU officially had just under 11,000 dues-paying members. A year and a half later, we are on track to exceed 12,000 members. Obviously, an increase of this magnitude in our organization also means an increase in requests for service. Now more than ever, it is essential that our activists are well equipped to meet the demand.

In this sense, we are working to develop our own in-house training, in addition to what the Alliance offers. As a pilot project, we will offer a workshop on grievance management to stewards in the National Capital Region. The workshop will be offered initially in English and then in French and will eventually be rolled out to all Locals.

Another initiative undertaken this year through the Local Development Committee is a survey of all our members for whom we have an email address. The survey will allow GSU to better understand why some members feel engaged by the union while others do not and will help us formulate a strategic plan to increase the engagement of our members. I thank the Committee for their work on this issue.

National Council

Over the past few months, the National Council has lost a few players for various reasons. One of these departures was that of a seasoned activist, Sue Boone. So, in recognition of her dedication and activism over the past fifteen years, the National Council, in a unanimous vote, granted her a GSU Life Membership. Thank you for everything, Sue.

GSU Locals

Again, this winter, I had the opportunity to meet with some Local executives and participate, virtually, in several AGMs. I appreciate the constructive exchanges with members and Locals; they allow me to take the pulse of what is happening on the ground and bring your concerns back to the employer.

I also believe I am correct in saying that as of today, all our Locals are running with full executives. Below are the various meetings I have attended between January and April 2023:

Date	Local	Type of Meeting
January		
14	70055	Meeting with the executive
17	30001	Virtual AGM
19	30401	Virtual AGM
20	10161	Meeting with the executive
February		
16	70013	Virtual AGM
20	90011	Virtual AGM
28	70019	Virtual AGM
	20001	Virtual AGM
March		
2	20008	Virtual AGM
	70055	Virtual AGM
9	70017	Virtual AGM
20	70013	Virtual AGM
22	90031	Virtual AGM
28	50002	Virtual AGM
29	70020	Virtual AGM
April		
26	80052	Virtual AGM
29	50057	Virtual AGM

Here is an overview of the upcoming meetings in May and June 2023:

Date	Local	Type of Meeting
May		
16	10011	AGM
	10011	Meeting with the executive
17	10060	AGM
31	90011	Meeting with the executive
June		
6	30001	Meeting with the executive
7	30401	Meeting with the executive
8	40007	Meeting with the executive

GSU Standing Committees

At the beginning of my mandate, I communicated to the various GSU Standing Committees with various objectives, and I am pleased to say that all committees responded to the call. Since I have been involved in the Union, this is the first time I

have seen all the committees and their members so committed. I invite you to read their reports. Thank you to the committee chairs for completing your mandate.

PSAC National Board of Directors

As part of my role as Component President, I sit on the PSAC National Board of Directors. Over the past year, I have worked to build strong relationships with my NBoD brothers and sisters and to strengthen our credibility. The next NBoD meeting will be held in June 2023.

Labour-Management Consultations

Of course, the core of my job is to represent our members to the employer in various labour-management consultations. I am a firm believer in collaboration between our employers and our Union and believe that showing mutual respect can only benefit our members. That being said, I will never hesitate to stand up for our rights when they are violated. For example, after learning that certain information contrary to the collective agreement was being conveyed to our members by management, I did not hesitate to contact the Deputy Minister of PSPC to rectify the situation.

In early February, we unfortunately had to deal with a temporary layoff of some of our members at the Royal Canadian Mint in Winnipeg. Obviously, this type of situation is never easy and GSU and RCM management worked together to mitigate the effects that such an announcement may have on the members affected.

Conclusion

It is hard to predict where we will be when you read this report. Will we be in a strike situation? Will we be back at the bargaining table? Will we have a new collective agreement?

Whatever the case, one thing is certain, I will be there for you. I salute the work of all our members, whether you work for PSPC, SSC or the RCM. What you do for our country is important.

I also salute the work of our activists. You are the backbone of the labour movement, and your dedication is an inspiration to me. I sincerely hope to live up to your commitment and wholeheartedly wish for the privilege of serving as your president for a second term in 2024-2026.

Respectfully submitted,



Bruce Roy

National President

Government Services Union

**Appendix 'C' – Report of National Vice-President,
Martine Babcook
October, November, and December of 2022**

I want to start off the report with acknowledging what a success the Local Presidents Conference and National Council were in Toronto in 2022 having the first face to face since Covid was a big success not only in the sessions themselves and, of course, the Blue Jays game but the coming together with old colleagues and friends but finally meeting some face to face for the first time. I personally left with a renewed sense of pride for what we do for our members.

In October as part of the Digital Service Branch consultation we were given updates on the following M365 Update • Email platform evolution • Windows and Securing of End Points • Cloud update • Traveling with IT assets. We continue to have Informal Touchpoint meetings on a monthly basis, some of the concerns are with the return to work the office the employer would not have enough on hand to supply everyone with laptops, chargers, etc. in the event that an employee forgot their equipment at home.

Real Property Services Branch Labour Management Consultation had a meeting on November 22, 2022, with the following update on RPS Culture, Evolution of work, Regional Updates, RP Contracts and PDP projects. We also do a brief meeting monthly to touch base on what's new.

In November we had a Labour Management Consultation meeting with Procurement Branch, although we have a small number of employees the commitment to engage in consultation is ongoing.

The PA Conversion has been on hold since before the pandemic and we have now started up again with a new working group that includes myself and one person from the Pay Centre and one RVP from NCR I'm and looking for a few more who fall under this program. The previous deadline to have the PA conversion done was for June of 2024 and that has been extended but no timeline has been given.

In December the department announced the return to work for 2-3 days per week, a large portion of our membership who work in Real Property Services rely on our building being occupied as part of their job, with that said I understand that there will be exceptions case-by-case basis that this might not be able for some members and we will be there to support them as best we can.

As lead on WFA (Work Force Adjustment) since December of 2022, I've been dealing with 5 employees at 3 boarders crossing who will all be out of a job as of February 15, 2023.

Finance Committee updates, as presented in September in Toronto I gave you a snapshot of where the GSU finances were at the time and I look forward to presenting you with audited financials ended December 31, 2022, in Victoria and also the proposed budget for the years 2024, 2025 and 2026.

Martine Babcook
National Vice President GSU

**Appendix 'C' – Report of the National Vice-President,
Kevin Hanson**

January 2023 – May 2023

I was honored 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;

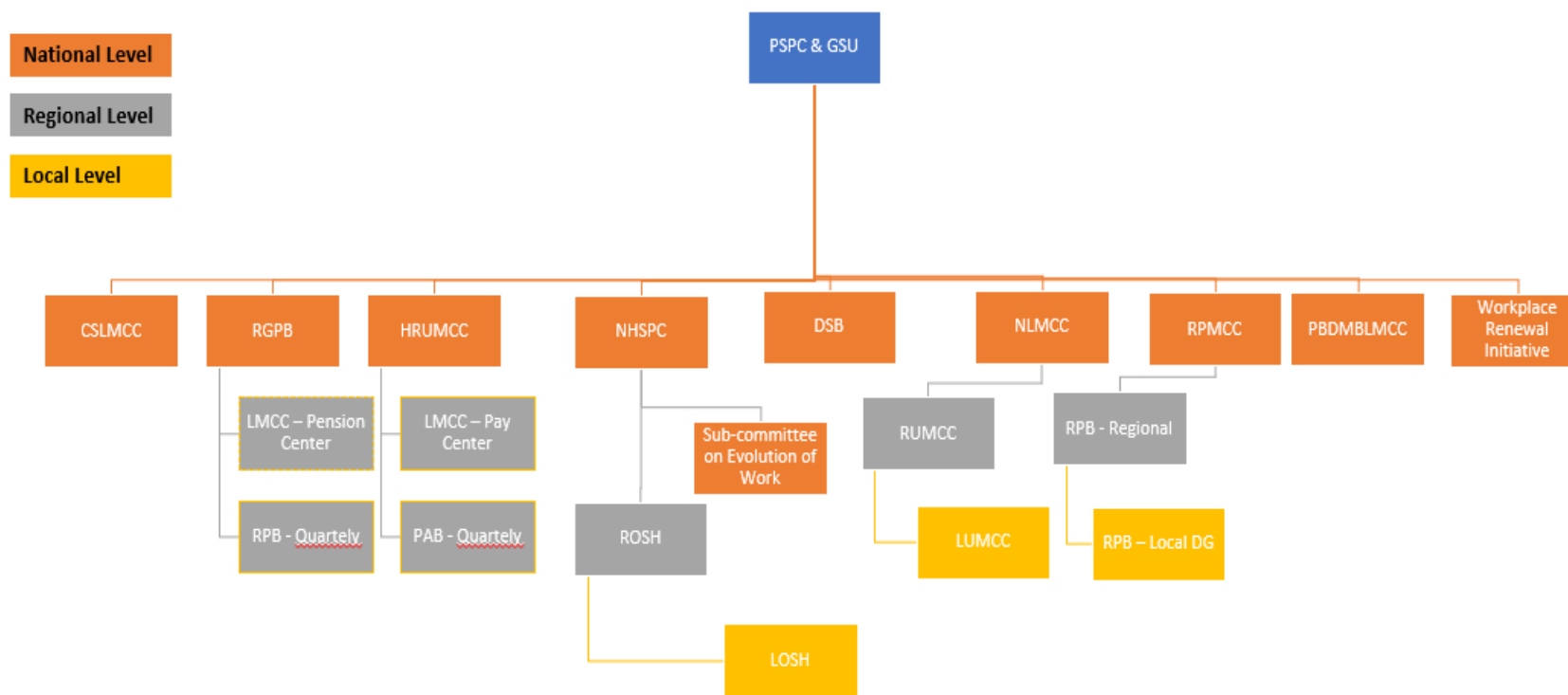
Balance, Civility and Respect, Clear Leadership and Expectations, Engagement, Growth and Development, Involvement and Influence, Organizational Culture, Protection of Physical Safety, Psychological Competencies and Demands, Psychological Protection, Psychological and Social Support, Recognition and Reward, 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)

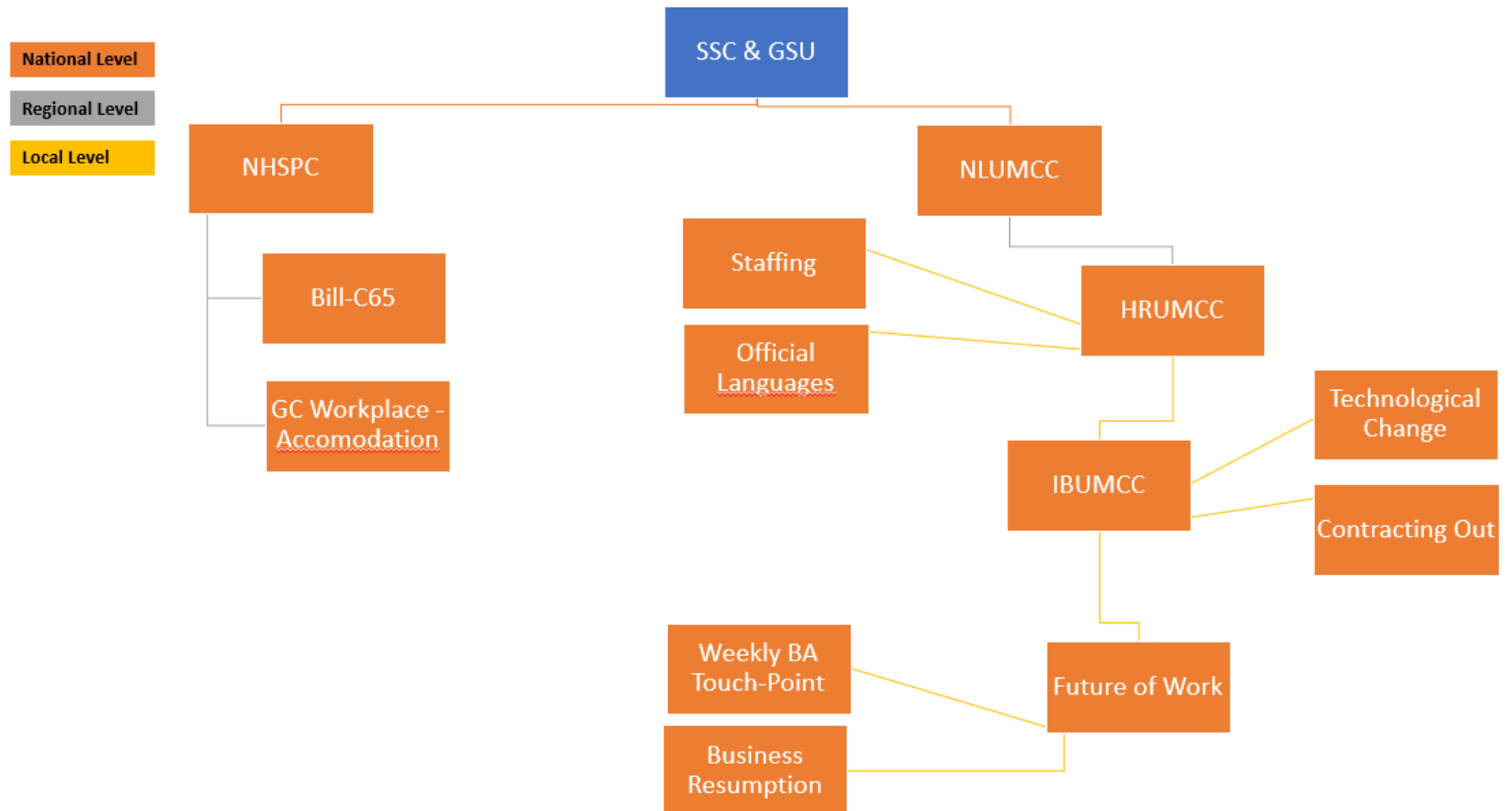
Annex 1 – Public Services and Procurement Canada



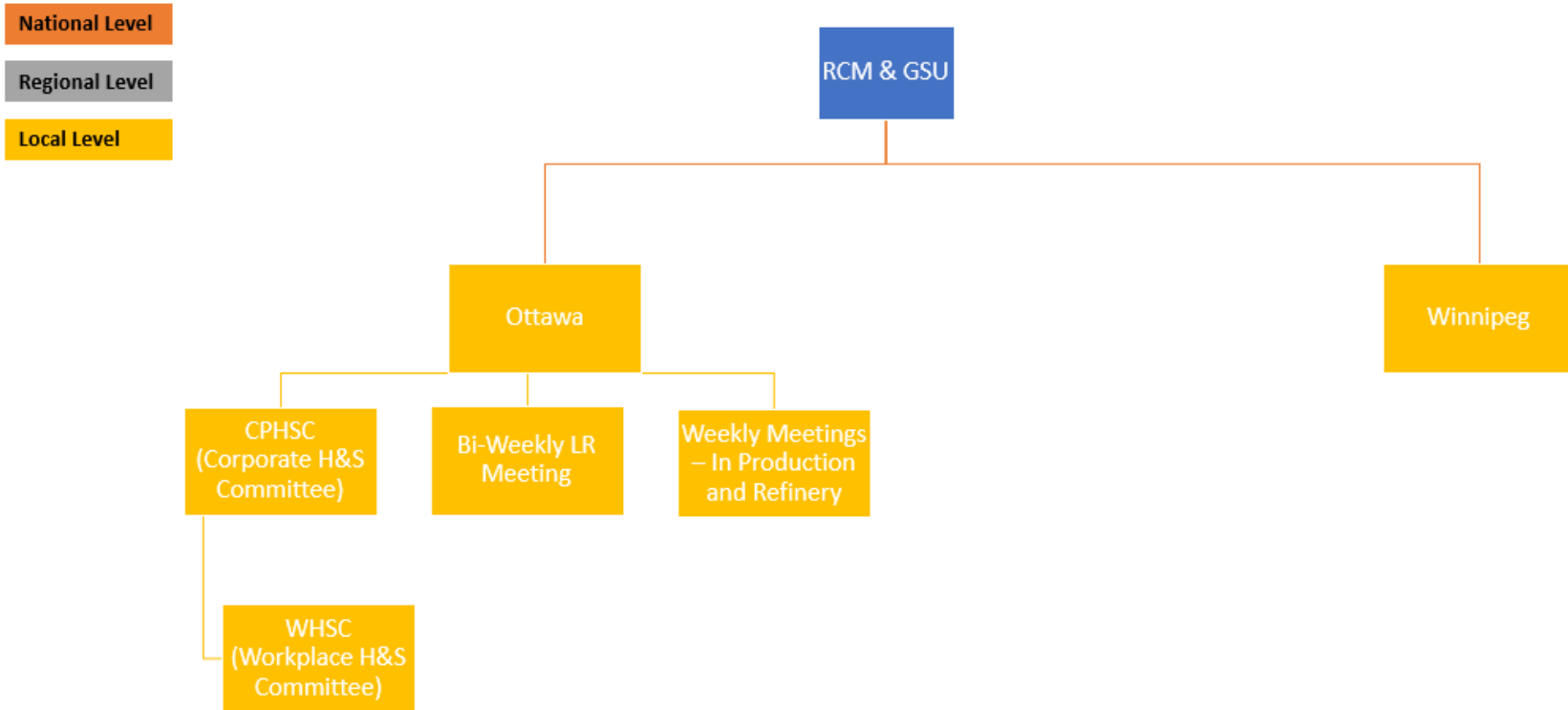
Note: 1. RVPs representing members at PSPC are meeting with the RDG of their region for the RUMCC and ROSH.

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



Appendix 'C' – Report of the National Vice-President, Equity, Kelly Bush 2021-2023

It's been a term of immense change and challenges from an Equity perspective. This term all departments were to respond to:

- Calls To Action from the Clerk of the Privy council,
- Many Voices One Mind score card,
- Accessible Canada Act, creating an Action Plan,
- Anti-racism task forces and,
- Bill C-65, Harassment and Violence Prevention in the workplace.

GSU influenced the PSPC Diversity and Inclusion Action Plan (DIAP). It's a high-level plan and there is room for various groups to be able to create individual action plans, this is a win as in my role as ICE chair I advocated for an Indigenous Employee Action Plan to respond to the Many Voices One Mind Report. The other piece advocated for was a plan to close the gaps in the department, this was across all equity groups, in addition was a call for disaggregated data which has been answered. The more information we have the more we can determine what the department is doing with respect to closing the equity gaps. We also requested the department to create staffing plans so that we could be strategic in how we close our gaps.

On the consultation front GSU has remained active at the tables, I personally sit on and hold the employer to account on the following National Consultation Committees and subcommittees:

- National Health and Safety Policy Committee
 - Working group subcommittee for Bill C-65
 - Policy drafting team for Bill C-65
 - Evolution of Work OSH
- Pay Administration Branch Consultation Committee
- National Labour Management Consultation Committee
- Corporate Services Consultation Committee
- Real Property Consultation Committee (not a consistent member)
- Joint Committee on Employment Equity and Diversity (not a lot of meetings, it has seemed to fall by the wayside in the departmental priorities.
- Covid meetings, the schedule has been changing from weekly, to biweekly, to 3 weeks, to monthly and now back to biweekly. These are with HRB and RPS.

GSU is well represented at the National level, especially on the Real Property Committee. Items that have been coming up over the last 2 years on the majority of these committees have been related to the Mask Mandates, Vaccine policies, Health and Safety in the office, Return to the Office (the various starts and stops), Signage, Accelerator Program, Occupational Health and Safety requirements for chief emergency officers and building wardens, First Aid attendants and many other items. I think it

makes sense to request the NHSPC to post their minutes, but if anyone is interested, please reach out and I will share the minutes over the previous years. PAB, the themes have been mostly about retention problems, the various issues that impact this are training, inconsistency in management, discrepancies between coaches and verifiers and the high stress environment leading to low employee morale. The National Labour Management Committee has been somewhat lacking in content, from my opinion. They presented the Diversity and Inclusion Action Plan and constantly discuss the Evolution of work. Some items on future agendas could be Travel systems, where are we at with Next Gen travel, Real Property Contracts (RPN), and influence the direction on these contracts. Systems that we use are constantly changing and this impacts our members in sometimes negative ways.

Within PSAC's family of activities, I was fortunate enough to sit on the General Resolutions Convention Committee and attend the National Triennial where I was able to see our National President Chris Aylward re-elected. I was disappointed at the lack of Convention business that got done and am hopeful that we can have more debate in the future on meaningful items to the membership. I have also gone to the National Health and Safety Conference where there were fantastic presenters on mental health, indigenous health, Harassment and Violence in the workplace, the Future of work. I would encourage members to investigate the Knowledge Center for Indigenous Inclusion and Dr. Adriana Berlingieri, who teaches at York and gave a great presentation on Domestic Violence as well as a panel on health and safety which had a TBS representative as well as PSAC's Andrea Peart, Patricia Harewood and many others, finishing it off with a keynote speaker on mental Health, Stephane Grenier. The PSAC events attended were:

- National Triennial Convention
- National Human Rights Committee
- National Health and Safety
- National Women's Committee
- PSAC Atlantic's School
- PSAC Atlantic's first ever Equity Conference
- PSAC Atlantic Council meeting
- PSAC Atlantic women's, human rights committees, and the area council. The two committees are not functional right now and the area council has conflicted with other meetings.
- Canada Labour Congress Convention
- BC regional Triennial Convention
- Ontario regional Triennial Convention
- Atlantic Regional Triennial Convention

There is a lot of work and each one of these events, consultation and committees requires an incredible amount of preparation and reading materials. As noted in previous reports, I am currently working full time in a National Role with Public Service

Procurement Canada which is a promotion and personally rewarding. This role of National Vice President-Equity deserves more time than I am able to give, therefore I must step down. The choice was difficult, but change is good for all organizations and new fresh ideas will help move the equity yardstick in GSU forward. I encourage anyone with a passion and experience in Equity work to step forward. I have been able to advance my work career while advancing my union career. I am eternally grateful for the opportunities provided by my union activities and the humbling role of standing up for my brothers and sisters from an equity perspective and beyond. You can take the woman out of the union, but you can't take the union out of the activist. Thank you for your trust and faith, I will remain available to help anyone navigate this work going forward.

Kelly Bush
GSU National Vice-President, Equity

**Appendix 'D' – Report of the Regional Vice-President NCR,
Steve Colterman
to GSU National Council – May 2023**

Sister and Brothers, I am pleased to submit this report as RVP for the NCR.

As RVP, I support Local 70055 which represents over 1100 members from the following Branches:

- Departmental Oversight Branch,
- Digital Services Branch,
- Defence and Marine Procurement Branch,
- Procurement Branch.

Activities in this local have been stable since my last report, the executive members and I continue our efforts to serve the membership and the local executive have stepped up to assist with additional duties as a result of some sudden resignations. Members continue to come to the local to report on and seek support for a variety of issues and the executive do their best to address them all. With the assistance of members from other locals, we have been able to continue to support our members in high traffic times. This pressure relief has permitted the former VP, now President, Edith Germain to focus on member and management engagement, local management and her regular GoC job. I would like to thank GSU and the many locals for your support.

In March of 2023, at the Local AGM, the local again filled it's executive and I have begun to work on arranging Sector level management consultations to build the bridges needed to work collaboratively on member issues and proactively head off any systemic issues that are identified.

I sit on various Labour Management consultation committees and meet informally with Sector level senior management partners.

- Corporate Services
- Digital Services Branch
- Procurement program

I also meet monthly with the Director General from Digital Services Branch for an informal touchpoint to discuss issues within his Sector.

Although member engagement during Covid has not been easy, along with the new executive in Local 70055 and with the contacts I have gained in the consultations above, I will begin to arrange consultations between the local and their Director level counterparts which will empower the local executive, give them the experience and confidence to flourish in their new roles and strengthen the local and our union.

I am also co chair for the GSU Local Development Committee (LDC). I along with my LDC colleagues have had some fruitful discussions and have made plans for very interesting and we feel beneficial initiatives to strengthen locals across our union. We

recently launched a member engagement survey from which we expect to gain member insight which will help us target areas of interest or concern and better focus our efforts.

Finally, I look forward to the 2023 GSU Triennial Convention and connecting with all delegates in person. This will be my 4th GSU Triennial Convention, and I encourage all delegates to embrace the in-person Convention experience and take this opportunity to contribute your voices and opinions as our union is only made stronger with open conversation and compelling debate. Your voice matters, I look forward to exchanging with you all in September 2023.

In Solidarity,

Steve Colterman,
Regional Vice-President GSU-NCR

**Appendix ‘D’ – Report of the Regional Vice-President,
Anthony Drozdowski
Nova Scotia**

Sisters and Brothers:

Since my last report, Nova Scotia has been actively involved in support of the PSAC strike vote and potential strike preparation / mobilization of our members. We have worked on resolving challenges of current membership lists and been updating members’ personal contact information. The question of virtual picket line and planning for possibility of employer allowing working from home during the strike, continues to be the focus of ongoing discussions. We are looking forward to engaging PSAC for guidance and support in addressing that challenge.

I have been engaged in ongoing consultation regarding the return to workplace and continue negotiating for a balanced and flexible approach for our members. The number of certified first aiders in Nova Scotia declined during the lockdown / working from home period. With the increasing number members returning to the office, adequacy of first aiders coverage is monitored daily, and shortages are being addressed as needed.

I have actively redressed and/or tabled for consultation a number of harassment situations. Most common occurrence continues to be during performance management discussions when supervisors disguise their malicious conduct as a one-on-one “performance conversation” with members. I also had a chance to work with my RVP counterparts and other Locals Representatives on harassment resolution through the PSPC’s Centre of Expertise on Values, Ethics and the Prevention of Harassment and Violence. Once we finalize some of the ongoing cases, we anticipate having the first round of lessons learned on the new harassment investigation procedures under that process.

The challenges with filing and reporting of harassment / violence in the workplace through HOIRs continue. No clear resolution as of yet on cases where Workplace Health and Safety Committees (WHSC) have been circumvented in the process. The ROHSC reporting framework may need to be updated to include a separate reporting category for harassment filed HOIRs. We continue the consultation to fix this challenge. On a positive note, the misuse of “fitness to work assessments” with malicious intent by the supervisors continues to be in decline (none were reported in Nova Scotia over the last year, which is a significant progress). We continue to monitor the challenge to ensure that the positive trend continues.

I have consulted with NC members on the initiative of having RVPs included in the National Health and Safety Committee as observers and WHSC co-chairs as observers at their respective ROHSC meetings. The proposal is to have observers attend via telephone or MS teams at no cost to GSU or the employer. That consultation is ongoing.

I attend Regional Labor Management and Regional Health and Safety meetings and successfully established a new consultation relationship with a recently appointing HR Director and new OHS and LR staff. I continue collaboration with my RVP Atlantic counterparts Leanne Moss (RVP NL) and Michael Leblanc (RVP NB&PEI) on tabling and resolving issues brought forth by our locals. Through our honesty, transparency, and assertiveness, we build and maintain the professional relationship with the Atlantic management team.

I would like to thank Leanne and Michael for their support, dedicated collaboration, and solidarity. I also would like to thank our GSU staff for their dedication and support. Last but not least, I would like to thank Bruce Roy for his ongoing support and guidance.

Respectfully submitted,

Anthony Drozdowski,
RVP, Nova Scotia

**Appendix 'D' – Report of the Regional Vice-President,
Mélanie Hamel
Quebec East**

Greetings All:

In 2021, the Quebec representatives renewed my term to support them within their Local. Once again, I am very honoured, and I thank them for their confidence.

I have been involved with the Union since 2003, but in reality, I am no longer counting the years, the terms, the committees, or the time. What is important is to be present for the members when they have questions, concerns, problems or simply need to talk.

My role and union responsibilities bring me to represent members on grievances and investigations but also mainly during various meetings, whether they are purely union, union-management or organizational. I must also point out the great collaboration between GSU Locals in the Quebec region but also with other union representatives from all other unions, which is essential. It may sound like a cliché, but we all work together to make our workplace and our organization a place of choice where we really feel well.

To bring you up to date on my activities, at least in part, as I cannot list everything, here is what I have done during my term and continue to do.

Union Meetings

I attended many Conventions, GSU, PSAC-QC, PSAC and QFL. The pandemic forced us to hold the majority of Conventions virtually. For all delegates, this virtual mode was quite an adventure. We all agreed that to be in-person is essential, whether it be, among others, for training, understanding or the many networks which they normally create. Having barely finished, we are already headed for the next triennial Conventions scheduled for 2023 and 2024.

At the GSU level, meetings of the GSU National Council and standing committees were held in person but also virtually. Agendas are extensive and a lot of work must be accomplished. Nevertheless, all the members of the NC have a great collaboration and good discussions. As for me, I am involved in the Finance Committee.

Being in the Quebec region, we have various meetings with PSAC-QC, which include the most motivated, mobilized and involved representatives from all departments. Lately, our discussions have been focused on negotiations in progress and the mobilization of our members. For the next Convention, I have been asked to join the Constitution and By-Laws team.

Union-Management Meetings

In the Quebec region, many union-management meetings are scheduled for union representatives:

- Regional Union-Management Committee
- Regional Health and Safety Committee
- Union-Management Sectoral Committee – Real Property
- National Union-Management Committee – Real Property
- National Union-Management Committee – Receiver General and Pay Administration
- Other Ad Hoc or as an alternate

In addition, aside from these official meetings, there are informal or ad hoc meetings. As such, I regularly discuss issues with managers and directors (HR, workload, ergonomics, return to work, telework, COVID, etc. or to inform the employer of what is happening on the floor so that certain actions can be taken. Small reminders are also made regarding the Collective Agreement or directives/policies. The objective is to maintain dialogue, to advance files/cases but to also maintain good cooperation between the parties. It is by talking to each other that we understand each other!

Organizational Meetings

I have also been involved for many years with the Wellness Committee, wearing two hats, one as a representative from my Branch and the other as a Union Representative.

I also sit on the Committee of experts in connection with the reorganizing of office locations at 1550 D'Estimauville in Quebec.

Conferences, Training and Committees

Every year, GSU, PSAC-QC and PSAC organize conferences, workshops, and training. Therefore, among other things, I attended the PSAC Internal Investigators' training, GSU Local Presidents' Conference, conference by Mrs. Hélène Langevin from the Maison Simone Monet Chartrand. I proposed to the employer that they offer employees the Telework Conference by Dr. Sonia Lupien. I attended a mobilization event by the Matane Local, various PSAC-QC sessions regarding negotiations and many more.

After all that, the most important thing is to be present for members, to listen to them, to hear them and to be available. We will never say it enough, the Union is the members. I am a member of my Local who is involved in the well being, the justice, the equity, and the respect for the rights of each as an individual but also as a group being part of an organization.

Respectfully submitted,

Mélanie Hamel,
RVP Quebec East

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

National Council Meeting, April 2023

As I write my last report for National Council, I look back over the last eight years and wonder where the time has gone. It has been three years since the beginning of the pandemic, and we are now looking at what the new normal is going to be. We went from working full time in the office to working full time at home (some exceptions) to being back in the office two days a week. Our members have proven to the department that we have been able to carry on the business of our various branches. Once again, a big thank you goes out to everyone who has had to work full time in the office or who has come in periodically due to operational requirements. This was and still is a challenge to your mental health, to your family and to your routine. We will continue to work with management to determine the next steps in the evolution of work / hybrid work.

Union meetings have normalized however the number of meetings that I attended over the past year is still quite substantial. I am happy that the majority of the meetings are virtual which saves on a lot of commute time and allows me to multitask during the day. These past few months more of my union meetings have returned to in person. This has been challenging as sitting all day in a meeting wearing masks and not moving about can be difficult. I continue to meet and represent us with GSU, PSAC BC, BC Federation of Labour and the United Way. With the other local labour leaders, we continue to meet on a monthly basis with the RDG to ensure she is hearing the issues that you have been bringing forward. Our Workplace Resumption committee is now the Evolution of Work committee. We had a bit of a slow period without meetings as the region waited for further direction on the mandated return to the office. I continue to co-chair the Regional Health and Safety meetings as well as attending the Regional Labour Union Management Consultation Committee meetings.

My last report stated: "Now that most of our restrictions in the province have lessened many are wondering when the restrictions in the office will also return to normal or at least removing the mask mandates" still holds true a year later. Our interim work agreements ended at the end of December, and we are still waiting on what will replace them.

Our RDG Yvette-Monique Gray came in last summer. While her managing skills are very different then our previous RDG we continue to have a collaborative relationship.

Thankfully, the number of National Officer conference calls has subsided substantially. The number of PSAC BC Regional Council conference calls and National Council conference calls has returned to normal.

With my PSAC hat, I have attended the monthly BC Federation of Labour Standing Committee on H&S. I was on the steering committee for the National PSAC Health and Safety conference which was held January 27th to 29th in Montreal. We were the last in-person National conference before the pandemic started and we were the first afterwards.

I am also the representative on the United Way of the Lower Mainland Executive Cabinet and the Campaign Cabinet Labour Committee (CCLC) which hold monthly meeting. Our meetings have been virtual with the exception of the April meeting which was held in person. It was nice to see familiar and new faces as not everyone has their camera on when we're on our teams calls. The meetings have resumed it's 7:30 AM.

Local 20008 will be holding it's AGM in March. I look forward to working with the executive even if it's just a short time.

One last thing, I would like to give a big shout out to all those who have continued to come into the office, who have continued to do their job remotely, and who welcomed new colleagues virtually.

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, meeting logistics, etc. This is not an easy job. To Sister Andrea Lima thank you for all the work that you do to support our members. You make my job easier. To Sister Reni Stein, thank you for always having my back and being able to give me the words that I want to use.

Respectfully submitted,

Linda Harding,

RVP, Vancouver, and the Lower Mainland

BC Federation of Labour H&S Committee Meeting – May 3	Regional H&S Committee meeting – October 24
Regional Council meeting – May 5-7	BC Federation of Labour H&S Committee Meeting – November 1
United Way Executive Cabinet – May 18	Regional Council Meeting – November 4-5
Regional Woman's Committee meeting May 18	CCLC Meeting – November 17
Persons with Disability Caucus – May 24	United Way Executive Cabinet – November 22
Pre-Convention & Regional Caucuses – May 25	Labour Leaders touch base – November 22
PSAC National Convention May 26- Jun 3	Call with David Girard – November 25
Education Committee call - Jun 13	BC Federation of Labour H&S Committee Meeting – December 6
United Way Executive Cabinet – Jun 14	Regional Labour Management Consultation Committee meeting – December 7
CCLC Meeting – Jun 21	Regional H&S Committee meeting – December 7
Regional Labour Management Consultation Committee meeting – July 4	National Council call – December 9
Regional H&S Committee meeting July 4	United Way Canvassers luncheon – December 15
Summit training – Jul 7-8	Steering Committee NHSC – December 19
BC Federation of Labour H&S Committee Meeting – September 6	Regional Council Resolutions meeting – January 13
Regional Labour Management Consultation Committee meeting – September 19	National H&S Conference – January 26-29
CCLC Meeting – September 21	Regional Council meeting – February 10-11
Asbestos Memorial – September 22 - cancelled	BC Federation of Labour H&S Committee Meeting –February 14
Local Presidents Conference – September 27-29	Union Reps meeting with Ombud – February 20
National Council Meeting – Sept 30	National H&S Policy Committee meeting – February 23
BC Federation of Labour H&S Committee Meeting – October 4	Labour Leaders touch base – February 24
Hybrid Workplace – RTW and EWA – October 12	Regional Labour Management Consultation Committee meeting – March 6
CCLC Meeting – October 20	Regional H&S Committee meeting – March 6

**Appendix 'D' – Report of the Regional Vice-President,
Sheldon Jacobs
Manitoba & Saskatchewan**

February 25, 2023

Re: Report for the GSU National Council Meeting

This year hasn't had a lot of changes. Most meetings were held virtually except we were able to meet in person for our National Council Retreat/ meeting. The one constant was everyone was still working from home.

The AB/NT/NU RVP and I host a monthly meeting with the Local President's from our Regions. Normally this occurs prior to our RUMCC meeting and to date have been productive in bring local issues forward.

Local 40007 in Saskatchewan has maintained and may have evened added to their membership numbers, with some new employees being hired. The Local had a decent turn out for their AGM on February 22, 2023, with nine members attending in person and three members attending virtually and were able to elect a full executive.

Local 50002 in Winnipeg seems to have a strong executive and seems to be thriving with the new Local Executive, the local had some challenges filling an executive. At the AGM, an executive was elected however soon after the Treasurer resigned, and the search continues for a treasurer.

The locals in MB and SK seem to be struggling with member engagement, despite the efforts of the executive, they found it challenging to get members to attend the AGMs. I believe the fact the membership is not working in the office is a big contributor to this lack of engagement. Hopefully with the return to the office this will improve.

There are a couple of members that are having issues with the use of Leave code 699 and some Phoenix issues are still unresolved.

Thank you,

Sheldon Jacobs,
GSU Regional Vice-President for Manitoba & Saskatchewan

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

Sisters, Brothers and Friends, I am pleased to share this report for our National Council Meeting in May 2023. My last report was produced in August 2022, and since the last report here are activities that I have been involved with:

I have been the GSU rep on the Ontario Regional Business Resumption Committee whose mandate is to ensure coordination of all business resumption matters related to COVID-19. With Covid measures lifted (mask mandate still in effect in the workplace) the meetings have become more irregular now, but the committee still meets as needed.

Along with the other RVP for Ontario region, Sue Soubra Boone, I have been assisting the GSU 00027 Local Executive and provided support and guidance. On December 6, 2022, we held our AGM and our local, GSU 00027, now consists of the Local President, Vice-President, and Secretary/Treasurer. We had our last executive meeting mid-December 2022, and will be meeting in March 2023 as well.

I am still involved with representation in our region. I continue to assist members with fact finding meetings, duty to accommodate, action plans. I still participate in informal discussions with managers and continue to provide support to members on a variety of issues.

I am a member of our RUMCC and ROSH committees as a GSU rep. These meetings take place quarterly. Our next RUMCC and ROSH meetings will be held on March 8, 2023. In addition, I attend monthly stand-up meetings with our RDG, LR and HR reps, as well as fellow PIPSC reps.

We continue to hold monthly meetings with our PIPSC colleagues. It's a space where we discuss common issues, share information, and often discuss items that we want to bring up in meetings with management. I also participate in quarterly meetings with the Professional and Technical Services Director and Regional Managers, along with the GSU 00027 executive and PIPSC colleagues. Our next meeting is scheduled for March 29.

I am a member of the GSU standing Financial Review Committee. We will be meeting March 27-31 in Gatineau to work on the budget for the 2023 GSU Convention.

I am a member of the GSU Equity Committee. I have been attending our monthly meetings, and we are planning to have an in-person meeting in July/August 2023 in Ottawa.

Past Events

- Local Presidents' Conference , Toronto, September 2022
- Ontario Regional Health and Safety Conference, Toronto, Oct 2022
- Ontario Regional Women's Conference, Toronto, November 2022

Upcoming Events

- Financial Review Committee Meetings, Gatineau, March 2023
- National Women's Conference, Ottawa, April 2023
- GSU National Council Meeting, Victoria, May 2023
- Ontario Regional PSAC Convention, Toronto, June 2023
- GSU Equity Committee Meetings, Summer 2023
- GSU Convention, Ottawa, October 2023

I want to express my gratitude to the National President, NVPs, fellow RVPs and GSU staff for their mentorship and their continued support, as well as for organizing GSU meetings and events where we can openly and respectfully discuss ongoing issues, share knowledge and network. I also want to thank my fellow Ontario RVP, Sue Soubra Boone, for her dedication, mentorship, and lastly for her friendship. It means a lot to me, and I am sad to see her go knowing how much Union work means to her. She will be missed greatly.

Respectfully submitted,

Azra Jusuf,
RVP-Ontario Region

Appendix 'D' – Report of the Regional Vice-President, Mike LeBlanc, New Brunswick, and Prince Edward Island

July 2022 – February 2023

I must say since taking on the role of GSU RVP for New Brunswick and Prince Edward Island it has been a new journey and getting back to where I was when I left Parks and my RVP role at UNE.

I will not list all the meetings and how many members I spoke with, but I will say we represent a mixture of interesting workplaces and members. The one thing that frustrates me is that even if we are all part of the same department, every section or workplaces have so many different policies and directives. It all started with the relaxing of the COVID protocols and the return to the workplace. I know return to the workplace has been a challenging thing and we will all try to adapt to the new realities.

I appreciate all the exchanges and meetings like the LUMCCs I have attended and being co-chair of the PWGSC ROSH have been rewarding.

But, as the summer turned into fall, I got more and more excited about the chatter of strike votes and work action. I served 2.5 rounds on the PSAC Parks bargaining team and I know what our bargaining teams are going through. It is not easy, your away from home a lot and the lack of willingness of the employer wears you down. But I am happy we are stronger as a union than from the start of the process. I attended the bargaining updates in Miramichi, Shediac, online and Moncton and I was happy to see how the membership is engaged. Let's keep it up.

In September, the GSU President's conference in Toronto was amazing. It was my second and first as RVP and it was a great experience with our local activists and the presentations were great. I would like to thank all the organizers and participants.

In January 2023, I was very happy to attend the PSAC National OSH conference in Montréal, plus I was asked to co-facilitate a session and I was so excited. For those who do not know I have a disabling workplace injury that I deal with every day. So, Health and Safety is very important and one of the reasons I got involved in the union back in 2000. This was a great experience.

I also had the pleasure of attending the JLP about Health and Safety in Dieppe, local executive meetings, and membership meetings, note to my locals, I always ask and remind that I am always available to attend any meeting you invite me to. To finish off February I attended the PSAC Atlantic council meeting at the PSAC office in Dieppe. Was interesting to see the dynamics as an observer as I was previously on council. I would like to say that GSU was very well represented by sister Leanne Moss and brother Darren Smith.

I am eagerly awaiting to attend the PSAC Atlantic Convention in June and the GSU Convention in Ottawa.

Again, I am available for what is needed from me at all times. I think and have always believed in teamwork. This is the way we will succeed for better working conditions for our members and workers.

I can not thank enough our National elected leaders at GSU, all of the National Executive, my colleagues in the Atlantic, Anthony and Leanne, locals 60009, 60011, 60018 and 90031 and all the members that I have had the pleasure of talking with over this almost first year. Also, thank you to the GSU staff who are always there when I need them. And to me the reason we are involved, the membership.

Respectfully submitted,

Mike LeBlanc,
RVP New Brunswick, and Prince Edward Island

Appendix 'D' – Report of the Regional Vice-President, Leanne Moss, Newfoundland and Labrador

I am pleased to present my report as the Regional Vice-President, Newfoundland and Labrador (RVP-NL) for Government Services Union.

As a member of National Council, I participated in the 2-day leadership training which was held in April 2022 and was followed by a 1 day in person national council meeting. I attended the GSU Local President's Conference in September 2022 which was followed by a 1 day in person national council meeting. In late November – early December, I attended the GSU National Young Workers Conference held in Ottawa. I attend all virtual national council meetings scheduled accordingly.

I plan to continue working with the other RVPs in the Atlantic, Brothers Drozdowski and Leblanc, to coordinate a virtual informal meeting with locals in the Atlantic region. The meetings are to be scheduled during the lunch hour and will provide an opportunity for members to bounce ideas, discuss issues, share suggestions, and work better together, in hopes to strengthen our capacity in supporting our members by providing mentorship and educational opportunities to our local executive officers throughout the region.

I have attended many consultation meetings with management in the region and have attended ROSH & RLMCC meetings, Return To Work Updates and Committee meetings, Real Property as well as other Union-Management Engagement Sessions. I strive to maintain regular communications with the Provincial Director in Newfoundland and Labrador. I find many of these meetings to be a very collaborative between union and management and provides an opportunity to provide feedback, discuss issues and concerns.

Local 90011 was successful in electing an executive at our AGM in February 2023. The local executive continues to grow and develop to strengthen the local as they develop their knowledge and continue their efforts to engage our members. With a strong and eager local executive, I am confident the local will be able to stay strong for some time.

As RVP, I will continue to work closely with the executive and look forward to working with the new members that come aboard. I look forward to continuing to serve the members of our local in my capacity as RVP-NL.

I am very involved with PSAC at the Regional level. I am the Director for Young Workers on the PSAC Atlantic Council. On Council, I am a member of the Finance Committee as well as the Political Action Committee. I am currently elected as a bargaining team member for the TC Bargaining Unit for Treasury Board as well as the TC Team representative elected to the Common Issues Team. As I am sure you are aware, negotiations are not going great and have been extremely busy with this role as we continue to prepare for an upcoming potential strike. Mediation is scheduled to resume in person in Ottawa during the first two weeks in April. Strike votes continue

for the four Treasury Board Bargaining Units (PA, TC, SV & EB) and are scheduled to close on April 11.

I represented GSU as a delegate to the PSAC National Health & Safety Conference which took place in Montreal in January 2023. I plan to attend both the upcoming PSAC National Women's Conference in March 2023 in Ottawa, as well as the PSAC National Young Workers Conference in April, 2023 in Montreal as a delegate representing GSU. I participated on the resolutions committee for the PSAC National Young Workers Conference and was elected as the Chair for the Resolutions Committee for the conference. I am looking forward to this opportunity as it will be my first time chairing a Convention committee.

I would also like to thank National President, Brother Roy, as well as all the members of National Council and the staff at GSU for their ongoing support.

Respectfully submitted,

Leanne Moss,
RVP GSU – NL

**Appendix 'D' – Report of the Regional Vice-President,
Paul Paquette
National Capital Region**

I would like to start by thanking the Local Presidents Grant Russell, 70020, Suzanne Sirois, 70017 and their executives for all the hard work they do in representing their members. We have navigated through covid, working from home, vaccine mandates, return to work, sky high inflation which is really starting to affect all Canadians and hopefully with all their hard work our bargaining teams can reach an agreement that helps us all keep up with the rising costs of life.

On my end, I have been busy dealing with grievances and committee work such as the Harassment and Violence Prevention Project, Confined Space Access Standard drafting team, NCR Health, and Safety Committee and the GSU Recognition Committee. I am looking forward to continuing to adjust to what is coming next and to respond to the future needs of all members within GSU.

In Solidarity,

Paul Paquette,
RVP National Capital Region (NCR)

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

During the last year, the locals have been active. Edmonton and Calgary held virtual AGM's this February that were well received. Both offices repeated the practice of using some of the AGM money that normally pays for meeting place and food to provide gift cards to members. It is definitely well-regarded by the members. In Edmonton, because of the size were able to gift all members, regardless of if they attended the AGM, a \$50 gift card to a union grocery store by email. And then had gift cards to randomly selected attending members at the AGM. Calgary gave away \$50 gift cards to randomly selected attending members to a union grocery store as well.

Both locals have also offered an incentive for taking the Union Strike Training course and receive the gift card upon proof of attendance.

Edmonton Local has now included the membership of the NT & NU local into their own and one member from Yellowknife attends all executive meetings as a representative and everything is going well. There are plans for Local 30001 to pay for trip once a year for the Yellowknife rep to attend an Executive Meeting in Edmonton for team building.

Edmonton and Calgary hosted returning to the office with cookies and donuts. It was so great to see old friends and meet so many new members. And fortunately, I'm not the only one who sometimes just said hi or nodded when we couldn't recognize a workmate with a mask and 3 years of distance.

During this year, the RUMCC meetings still include all local presidents at the LUMCC and there doesn't seem to be an interest yet in resuming the LUMCC. Western Region Local Presidents and RVPs have a monthly meeting and discuss items of importance in our offices and any initiatives. We also discuss what topics need to be brought forward to RUMCC. We have a very good relationship with PSPC executives, and we are maintaining our quarterly meetings with branch RDs where we discuss staffing and we are progressing with those meetings that are with the RD, RVPs and the Local Presidents. I definitely think this might help with staffing issues that are at the very top of importance to our members. We have worked at making sure that our Local Presidents are invited to the quarterly new member meet and greet. Happy to announce that Simon Pazdor was our President rep this last quarter and he was very excited about how well it went. Definitely the most enthusiastic and well-received presentation. Great repping on Simon's part!

I am on the Union Recognition Committee and the Equity Committee and hope to learn more about resolutions and the inside information related to them. You can expect I will be supporting any resolutions these committees bring forward and I'm quite excited to be a more active part of this process. Also, I am happy to know that the day we sent out the info for Bursaries, a member has stated her daughter is applying. We had a great question and cannot wait to read them all for the selection process this fall.

In January, I attended RVP training for Prairie region in Calgary and learned so many things that I hope we as RVPs in Western Region will put into action over this coming year.

I am also on the Edmonton Women's committee where I hope to gain a lot of experience and opportunity to help with women's issues/causes.

I'm proud to work in Western Region and appreciate all the assistance I get from Martine Babcock. I love working with my local presidents and the other RVP. I am definitely honoured to have this position and able to represent my area.

Respectfully submitted,

Heather Rawlins,
RVP Alberta, Nunavut and Northwest Territories

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

RVP – Pacific Region, Vancouver Island, Remainder of British Columbia Lower Mainland, and Yukon Territories

We continued to prove to the department that whether you're working from a coffee shop, your cottage, the office, or your kitchen table business carried on with little to know disruption. This year were seeing a slow increase of members returning to the office. Some return willingly and others are reluctant. Many are facing new challenges with family care, transportation, parking, costs, and that dreaded commute.

Members at the Esquimalt Graving Dock continue to be on-site, hard at work since the beginning of the pandemic.

A return to the office strategy continues to play out with Team Charter exercises, Employee Work Agreements, Exceptions, Duty to Accommodate, Ergonomics, assigned workstations, Neighborhoods, Masking Guidelines, Tech upgrades, First Aid attendants, Workplace Coordinators, and Working Together Guidelines.

Sister Linda Harding and I continue to meet regularly with the RDG, the RD of HR and a PIPSC steward to discuss return to the office, along with the health, safety, and wellness of our members. Kuldeep has been meeting with the Director of the dock to get ahead of issues. The Director has since delegated most day-to-day authority to the Operations Manager and Kuldeep is continuing to establish a rapport with them.

Local 20001 recently held their AGM in February 2023. Sister Deol was acclaimed as Local President; Brother Skinner is a newly elected 2nd Vice-President along with Sister Kelly as our newly elected Secretary. Brother Walsh is returning for his second year as 1st Vice-President along and Brother Cleemoff as our Treasurer. It's the endless work of GSU elected volunteers like yourselves who help and support our members every day. I look forward to working with each of you.

Labour Partners in our region recently met with the new Mental Health Ombudsman during his tour of the Pacific Region. We raised many issues such as managers being put into management positions and not equipped to manage. Managers reluctance to speak to us to try and get ahead of any problems around harassment, workload management, absenteeism, returning to the office, short-term acting, etc. We've spoken to each Mental Health Ombudsman during their tenure, not sure if what we say to this one will make any difference however we have to continue to come to the table for our members.

I continue to co-chair the regions Labour Management Consultation Committee, a member of the Regional Safety and Health Committee and chair GSU's internal By-Law, Regulation and Policy Committee.

I know we all spend a lot of time checking in with others however don't forget to check in with yourselves... self-care, whatever that looks like to you, take good care of yourself.

Respectfully submitted,

Reni Stein,
RVP Pacific Region

Appendix 'D' – Report of the Regional Vice-President, William Tait
National Capital Region

GSU National Council Report (Annual 2023)

Report to the GSU National Council

Name: Will Tait	Date: Feb 24 2023
Constituency (area, region, committee, etc.):	
RVP NCR (Local 70013)	
Activities since the last National Council meeting	
Activities:	How it fulfilled my role on the National Council:
<p>Ongoing LMCC Meetings with Pension Excellence Centre 2022 – Present.</p> <p>Ongoing LMCC Meetings with Government of Canada Pension Centre 2021 – Present.</p> <p>Ongoing LMCC Meetings with Pay Administration Integrated Branches 2022 – Present.</p>	<p>Be responsible for consultation with appropriate management within their jurisdiction. Specific responsibilities may be assigned in consultation with the National President and the other RVPs within their region;</p>
<p>Attending 70013 Stewards and Executive Meetings on a monthly basis 2022-Present</p>	<p>Mentoring Local -</p> <p>Visit the Locals in their jurisdiction at least once during periods between Conventions; have authority to attend any Local meeting and to examine the records and accounts of any Local, within their jurisdiction;</p>
<p>Local 70013 Retreat – Gatineau QC – Nov 2022 – In person team building and education for stewards.</p>	<p>Mentoring Local -</p> <p>Visit the Locals in their jurisdiction at least once during periods between Conventions</p>

PSPC Ombudsman of mental Health – met with Ombudsman to discuss state of mental health with regards to dangerous work refusal in NCR – October 2022	Be responsible for member representation in their jurisdiction or in other jurisdictions at the request of the RVP or the National President;
Assisted National office with termination case Feb 2023	Be responsible for member representation in their jurisdiction or in other jurisdictions at the request of the RVP or the National President;
Co-Chair National Capital Area Health and Safety Committee 2022 - Present	Representation of GSU at Regional level – Pushed employer for accurate lists of H&S committee members at each building in NCR. Pushed employer to clarify return to workspace H&S issues with regards to Covid, first aid and fire warden (safety of members in “hotel” workspaces”) also updating monitoring and reporting of local H&S committees with return to workplace. Pushed employer on air quality issues and testing in return to workplace facilities.
Member of GSU Bylaw Committee - 2022 – present – Review of NCR and NB Local bylaws to confirm compliance with GSU bylaws with reports to appropriate RVPs. Meetings to review By-Laws and Policies 2023.	Perform such other duties as may be assigned by the National President or the National Council which may include internal GSU Committees;
GSU Local President’s Conference Meeting – Toronto, Sept 2022	Mentoring Local - annual meeting of the Local Presidents in their region;
Labour College of Canada in Dec 2021 to Present – Course completion by summer 2023	Continuing education on the theory and practice of unions / building bridges between GSU and other unions across Canada.
Local 70013 AGM – Attended Feb 2023 – New executive elected – Local Bylaws brought into line with GSU Bylaws	Review the By-laws of all Locals in their jurisdiction, at least once in every mandate and/or when amended, to ensure compliance with the GSU Framework Local By-laws, the GSU By-laws and the PSAC Constitution, as per Policy 12;

PSAC NCR Council 2022 - Present– Attended as Delegate on the council's fall and winter meetings.	I took the position in part to further GSU visibility in the PSAC NCR.
Director on PSAC Ottawa Area Council (OAC) 2022 – Present – Worked on Labour Day celebrations for NCR – Municipal Election Committee – Partnering with Ottawa Social Justice Community Groups – Organizer for Education for Action Summit	The OAC is a committee responsible for political action in the NCR. I took the position in part to further GSU visibility in the PSAC NCR.
Refusal to work due to hazardous material exposure case – Over 20 employees filed a refusal of dangerous work – Working file in tandem with Paul Paquette RVP NCR – Mar 2022 - Present	Responsible for member representation in my jurisdiction or in other jurisdictions at the request of the RVP or the National President;
Political Protests – Attended political protests at TB, MPs offices and bargaining sites in NCR to support our bargaining team, Veterans Affairs members and CUPE education workers in September, October and November 2022	Union Solidarity
PSAC National Health and Safety Conference Montreal Jan 2023	Training / Education
DGRGP meeting with DGs and ADM Gatineau QC Dec 2022	Responsible for member representation in my jurisdiction or in other jurisdictions at the request of the RVP or the National President;
PSAC Training – Challenging Racism / Dec 2022 – Domestic Violence / Feb 2023	Training / education
PSAC NCR Health and Safety Committee / Feb 2023- Present – Volunteer for April 28 National Day of Mourning organizing committee – more events to follow	I took the position in part to further GSU visibility in the PSAC NCR.
Overview of Local (70013)	

A new 2nd Chief Shop Steward and director were voted in at the 70013 AGM in Feb. 2023. The executive is working well but the local has experienced turnover among the stewards due to members changing departments. The local continues to approach members to recruit new stewards and we currently have 10 active stewards at varying levels of experience. Workload has shifted to accommodation requests due to returning to the workplace and harassment cases are becoming more common. The local membership has increased by 25% since 2022 due to updates to the PSAC membership lists. Rand members are still high, but we continue updating membership registration for MIGs. I remain in daily contact with the executive and stewards to answer questions and assist in cases when necessary. Communication and co-operation with other GSU locals continue to improve.

Respectfully submitted,

William Tait,
RVP National Capital Region (NCR)

Appendix 'E' – Report of GSU National Financial Review Committee



Comité national d'examen des finances du SSG

GSU National Council / Conseil National du SSG

May 2-4, 2023 – Victoria, BC / Le 2-4 mai, 2023 – Victoria, C.-B.

National Finance Committee Members – Membres du Comité des Finances

Martine Babcook, Chairperson / Présidente	National Vice-President Vice-présidente nationale
Mélanie Hamel	Regional Vice-President, QC Vice-présidente régionale, QC
Azra Jusuf	Regional Vice-President, ON Vice-présidente régionale, ON
Sonia Gagné	Local President 10060, Matane Présidente, Section locale 10060, Matane
Monica Martin	Local President 70019, NCR, Office, Tech & Admin Présidente, Section locale 70019, RNC, Office, Tech & Admin
Monique Desrosiers, Technical Advisor	GSU Finance Officer Conseillère technique Agente financière du SSG

The committee held one meeting since the last National Council meeting in September 2022.

1. Meeting #1 – March 27-31, 2023

- A. The Committee reviewed the GSU (**Unaudited**) Financial Statements for the year ended December 31, 2022.
 - 1. Statement of Operations
 - 2. Statement of Financial Position
- B. The Committee also conducted a detailed line by line review and comparison of the GSU Statement of Operations for the year ended December 31, 2022, to the Adopted Triennial Budget 2021-2022-2023.
- C. The Committee reviewed and drafted the GSU Triennial Budget for the years 2024-2025-2026, which will be presented to the GSU National Council for its' review in this report.
- D. The Committee reviewed the National President's overtime and compensatory leave to December 31, 2022, as per Regulation 5 – Financial Review Committee.
- E. The Committee reviewed the National President's Annual Leave Balance at December 31, 2022, as per Regulation 5 – Financial Review Committee.
- F. The Committee reviewed the National President's travel claims to December 31, 2022, as per Regulation 5 – Financial Review Committee.
- G. The Committee conducted a review of the GSU By-Laws and Regulations related to Finance and the GSU Triennial Budget 2024-2025-2026; the changes and/or additions of motions will be presented to the GSU National Council in this report.

Various motions were presented to the National Council and reflected in these minutes.

Appendix 'F' – Report of the GSU By-Laws, Regulations and Policies Committee May 2023

Chair: Reni Stein, Regional Vice-President, Remainder of B.C. & Yukon

Members: Nicole Rousseau, Regional Vice-President, NCR
Will Tait, Regional Vice-President, NCR
Troy MacDonnell, Local 60011 President
Joel Kowerko, Local 50057 President

Technical Advisor: Dominique Barrette, GSU

The GSU By-Laws committee met in February 2023 in person for a two-day meeting, where an extensive revision of the GSU By-Laws, Regulations and Policies took place. The National Council will see the results of our work at the Council of May 2023.

A total of 7 By-Laws, 6 Rules and 3 Policies are affected by various changes proposed by the Committee.

As a reminder, while changes to the By-Laws can only be adopted at Convention, the National Council has the authority to adopt changes to the Rules and Policies.

Therefore, any By-law changes supported by the National Council will be submitted to the Convention By-law Resolutions Committee. Amendments to the Regulations and Policies shall take effect immediately upon adoption by the National Council. In all cases, the Committee requests the support of the National Council for proposed changes to the By-Laws, Rules and Policies.

I would also like to acknowledge the collaborative work that has been done between the GSU Standing Finance Committee and the GSU Standing By-laws Committee. I believe that together we have accomplished a lot of work that will benefit the membership. I hope that this experience will be repeated in the years to come.

Finally, I would like to thank the members of the Committee, who over the past two years have shown dedication and professionalism. Thank you for all your hard work.

Respectfully submitted,

Reni Stein,
Chair of the GSU By-Laws, Regulations and Policies Committee

Public Service Alliance of Canada (PSAC) Government Services Union (GSU)

Appendix 'G' – Report of the Education Committee

Kevin Hanson | September 2022 – May 2023

Chair: Kevin Hanson NVP

Members: Mike Leblanc RVP

Linda Harding RVP

Liliana Manolache Local 00027 President

Chantal Umphrey Local 30401 President

Technical Advisor: Dominique Barrette, GSU

I am thrilled to share the Education Committee report, as the committee has a wide range of initiatives it has tackled over the last several months. The committee decided to move away from building a GSU education curriculum, and focused on promoting existing courses and programs that are available to members and elected officers. As a result, the committee recommended that GSU create a section on our website for education, and I am proud to say that we now have an education page within the Resource for Members section of the website. On that page we are promoting the PSAC Talking Union Basics course per region, PSAC E-learning options, and the Joint Learning Program (JLP). In addition, found within the Resource for Locals section of the website, GSU has added an Education section where the Lunch and Learn series are posted and there is a section on how to access the JLP training on Mental Health in the Workplace. This was in response to the committee's most recent successful resolution from the 2022 National Council meeting.

Moving forward, the Education Committee plans on promoting additional educational options. For example, new members attending Annual General Meetings (AGM) would benefit from some type of AGM training prior to attending their local AGM. A GSU generic presentation on this subject would go a long way at making new members feel comfortable while attending an AGM. Also, new local executive members may require pre-loaded tools to help them fulfill their elected responsibilities, which could be made available to them on a cloud storage service or even on a USB stick. These are just some ways in which GSU could help new members and newly elected officers with their Union education.

Prior to determining whether these ideas are worthwhile, the Education Committee determined that it would be best to identify educational needs and gaps from local executive members, and members who sit on GSU National Council. To do this, the committee determined that it would develop a list of questions that would be sent out to GSU elected officers through an in-house survey. The goal of the survey would be to gather information from individuals on their education needs and plug education gaps with tailored messaging and training after the survey results are analyzed. After the survey, we would enlighten them on what's available and where to find these educational resources.

Once the survey is developed, we would be able to send the survey out to elected officers after the upcoming GSU Convention. The reason why the committee felt it was most suitable to do it then, is because players may change around the table based on elections, and we don't want to overburden GSU resources by sending the same survey out twice in the same year. The committee is confident that during the next GSU cycle, the questions will be ready and GSU will be in a good position to send out an education survey to its elected officials.

I want to take the time to thank the committee Co-Chair, Linda Harding, for all her experience and expertise when it comes to Union education. I also want to thank the rest of the committee for all their hard work and dedication. Education is part of the construction of a successful foundation for the future of our Component. I hope to continue building and maintaining a strong foundation for the years ahead.

Sincerely,

Kevin Hanson

Chair of the GSU Education Committee

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

Appendix 'H' – Report of Local Development Committee

Kevin Hanson | September 2022 – May 2023

Chair: Kevin Hanson NVP
Members: Steve Colterman RVP
Sheldon Jacobs RVP
Andrea Lima Local 20008 President
Matthew Fields Local 60018 President
Technical Advisor: Dominique Barrette, GSU

The GSU Local Development Committee (LDC) has been working hard at putting a plan in place to get a pulse on the GSU membership. Local development is challenging because most of our efforts are as a result of the level of engagement from the membership. This is why the LDC chose to direct GSU to push out a survey to the membership at large, to get a pulse on what's working and what needs improvement when we are trying to engage and help mobilize the membership; for the purpose of development.

So far, the survey has been a success, and the LDC is excited to share a breakdown of the results at the 2023 National Council meeting in Victoria. We believe the survey will help move us into a new phase, which is to build a National Strategic Engagement Plan to better serve and support our membership and empower locals to be mobilized.

The committee has met a few times over the last several months, where we resurfaced an unactioned resolution from 2008; to implement an on-boarding presentation that will be used when on-boarding new members. The membership on-boarding process is critical to the success of local development, since new members learn a variety of new things when they are on-boarded successfully. The LDC is eager to see the on-boarding presentation for future use.

The committee also met to discuss the logistics of the engagement survey that was sent out in March 2023. The survey was developed and launched by a third-party organization, and the committee had the opportunity to vet questions that are being used in the survey. We hope the two \$1,000 Air Canada gift cards are an incentive to get the membership to respond with information we can use when fulfilling the local development initiative to increase mobilization and engagement.

During the same meeting, the committee decided to support a resolution on mental health support for activists. The committee determined that local development is at risk when new and existing volunteers step into PSAC union roles and are forced to leave their post due to mental health risks and challenges. Therefore, a resolution like this would help retain future union volunteers, and locals can be developed accordingly. The resolution is found attached to this report for consideration, and hopefully membership engagement will increase, and members feel mobilized around supporting this type of resolution.

In the future, the committee would like to use the data collected from the engagement survey, to help GSU build a National Strategic Engagement Plan. We hope to find ways to mobilize and engage our membership and maintain this method of engagement in ways our member's support. I believe with engaged and mobilized members; we have a better chance at developing and stabilizing locals.

I'd like to take the time to thank the members of the LDC for all their hard work, and National Councils feedback on the committee's resolution. I'd also like to thank Steve Colterman for his great contributions and support as the committees Co-Chair. Let's ensure the future remains bright when it comes to local development within GSU.

Sincerely,

Kevin Hanson

Chair of the GSU Local Development Committee

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

Appendix 'I' – Report of GSU Union Recognition Committee

The GSU Union Recognition Committee (URC) is composed of the following members:

Chair: Anthony Drozdowski, Regional Vice-President, Nova Scotia

Co-Chair: Heather Rawlins, Regional Vice-President, Alberta & North

Members: Paul Paquette, Regional Vice-President, NCR

Edith Germain, Acting Local President, 70055

Stéphanie Rochon, Local President, 10011

Technical Advisors: Diane Rancourt, and Maria Thomas GSU

The Committee met on various occasions. Once face-to-face and the remainder of the meetings were held virtually.

GSU Bursaries 2022

The committee awarded the **2022 GSU bursaries** to the following winners: Stéphanellie Parent (Quebec Region), Eve O'Dea (Pacific Region), Patrick MacDonnell (Atlantic Region), and Jean-Michel Riel (National Capital Region). Congratulations to the winners!

Two significant program changes occurred in 2022:

1. The award amount was increased from \$1K to \$2K.
2. **PSPC** - The employer's "**In the Know**" **internet website**" has been used to promote the bursaries.
3. **SSC and RCM** the employer sends an email through their emails to employees.

Both changes increased members' and their dependents' awareness of and participation in the program resulting in the record high number of applications received in 2022. The URC completed the 2023 bursary packages and commenced the application process. Please visit our **GSU website** for details.

Promotional Items

The URC considered various promotional items in 2022 and selected hoodies as the most suitable option. The hoodies were very well received by the last Local Presidents' Conference participants.

GSU Logo

The URC put forth recommendations for updating the GSU logo. An update will be provided at the National Council meeting in May 2023.

GSU National Council Members Resigning or Retiring

The URC recognizes the hard work and dedication of National Council members and therefore recommends that the Committee develops, in the new cycle, guidelines to reward outgoing Council members.

GSU Life Membership

The URC also recommends increasing the amount of GSU's Life Members' gift to \$750 in the form of a gift card.

GSU Conference Call of December 9, 2022

The URC had a conference call to discuss the referral by the National Council regarding Equity resolution #2 on bursaries (Conference Call of December 9) for their recommendations. The Committee met virtually and after some discussion it was decided not to support the resolution as the URC already takes into consideration the criteria.

In closing, I would like to thank the members of the committee, GSU National President, Bruce Roy, and the GSU staff (Diane Rancourt and Maria Thomas) for their support and dedication.

Sincerely,

Anthony Drozdowski
Regional Vice-President
Nova Scotia

Appendix ‘J’ – Final Report of the GSU Equity Committee 2021-2023

Chair: Kelly Bush – National Vice-President, Equity

Members: Heather Rawlins – Regional Vice-President, Alberta and North
Azra Jusuf – Regional Vice-President, Ontario Region, PSPC
Mohammed Abo El Ella – Equity Officer, Royal Canadian Mint Ottawa
Sarah Bolger – Local 90001 President
Belkacem Mahdoume – Quebec Region Representative PSPC
Margarita Brovina – Local President, NCR Representative PSPC
Shannon Boyd – Equity Officer, Pacific Region PSPC

I wanted to thank the committee members for their interest, passion and dedication to the advancement of Equity in our union. It is my sincere hope that the education and experience provided has helped you deepen an understanding of the equity issues and helped you in both your personal and professional lives.

The committee has been focused on training and education. We have monthly calls and have had the in-person meeting in 2022 and 2023. The 2022, in-person meeting saw training provided by PSAC’s Seema Lamba, it was 2.5 days where we had anti-oppression training and developed an action plan with a goal of looking at the union systems and structures and suggest changes. This will be ongoing work as there is need for education at all levels of the union and workplace. The action plan and resolutions were presented at the 2023 National Council Meeting in Victoria BC. The action plan is included in this report for your review and comments (Appendix A-the deck presented and Appendix B the Action plan). The committee welcomes the input and suggestions of the membership. Appendix C were the resolutions submitted and if they make it to the floor, we hope that you seek out one of us to satisfy any questions or curiosity you may have, please note the yellow highlights are the priorities and the remaining are to be actioned by the new NVP Equity at his/her discretion.

The second in person meeting was held in Ottawa, August 2023 and the training offered during the 3-day sessions was on the Employment Equity Act, the gender equity task force report and the Canadian Human Rights Complaint process. The engagement from the committee was good and the training was agreed upon by the committee members prior to the scheduling.

We also changed the Terms of Reference to enable a co-chair to be able to grow and develop within the committee and to help cover off times during vacations for the committee.

We often discussed rules of order with a goal of understanding and exploring these rules, how they can be used and utilized. We had a goal of creating safe space in our meetings inviting curiosity and boldness. We didn’t always get it right, but we did always have respectful dialogue.

Covid took its toll on a lot of us, our submissions for the GSU website were low but we did create some. Specifically, there was an interview with a former committee member, Sister Sue Soubra-Boone and an article on the National Day for Truth and reconciliation as well as Black History month written piece.

It is hoped the resolutions submitted with this report will spark curiosity in what are colonial structures, and how they play out in our everyday lives. They may not resonate with all, but the goal is to create a space where critical thinking comes in, we are all leaders in our own right so take the reins of destiny and steer this ship in the direction you want to see the union go. Talk to your elected members, run for a position be curious and be bold!

The GSU Equity Committee

Fiscal Year 2022-2026 Work Plan

GSU Equity Committee

PURPOSE

The GSU equity committee is to be a central point of contact for equity and equity seeking groups issues, concerns, and successes.

VISION

A workplace and union where everyone is valued and represented

Mission

To educate, advise on equity issues and to encourage equity and equity seeking groups to participate in our workplaces and union structures.

TIMEFRAME

December 2022 – October 2026

KEY ACTIVITES

1. Engaging with members and elected leaders to raise awareness of Equity issues, concerns and successes.
2. Engaging with the employer to monitor and hold the employer accountable to their Employment Equity Plans, regardless of the name given to the plans.
3. Promoting and endorsing the various equity related days.
4. Creating an Anti-oppression action plan and delivering it to the National Council.



GSU Equity Action Plan







PRIORITIES

1. Create local accountability for Equity
2. Increase Equity within the GSU National Office
 - a. Employment systems review
 - b. Employment Equity Plan
3. Create Safe Space for sharing of ideas and an Equity Mandate for GSU-National Equity Conference
4. Collect equity data for GSU
5. RVP training for locals – training and equity mentoring...

OTHER PRIORITIES:

1. Create Equity scholarship within the existing scholarships
2. Ensure GSU Triennial Committees have equity representation
3. Enshrine in the Bylaws the NVP with the Equity portfolio is from an Equity group
4. Increase communication on the Accessibility Fund
5. Equity Training for all, not just the leadership
6. Local Presidents Conference Equity Representation
7. Plain Language
8. PSAC Triennial Equity representation
9. Conference and Seminar criteria
10. GSU Triennial Representation
11. Ensure Budgets have IGBA lens through training the committee members

GSU Equity Action Plan: 2022-2023

PRIORITIES	ACTIVITY	LEAD(S)	SUPPORT(S)	TIMELINE	STATUS
<ul style="list-style-type: none"> Create Local responsibility for equity 	<ul style="list-style-type: none"> Write resolution #1 Present to National Council Send to Convention Committee Present at Convention 	<ul style="list-style-type: none"> NVP-Equity 	<ul style="list-style-type: none"> Shannon Whitney 	<ul style="list-style-type: none"> September December March October 	
<ul style="list-style-type: none"> Designated Equity Scholarship 	<ul style="list-style-type: none"> Write resolution #2 Present to National Council Engage Locals Topic at National Conference 	<ul style="list-style-type: none"> NVP-Equity 	<ul style="list-style-type: none"> National Council Equity Committee Members 	<ul style="list-style-type: none"> September December Ongoing After Convention 	
<ul style="list-style-type: none"> Increase Equity within GSU National Office 	<ul style="list-style-type: none"> Write resolution #3 Present to National Council Conduct Employment Systems Review 	<ul style="list-style-type: none"> NVP-Equity National Office 	<ul style="list-style-type: none"> National Council Equity Committee Members 	<ul style="list-style-type: none"> September December After Convention 	
<ul style="list-style-type: none"> Create Safe Space – GSU National Equity Conference 	<ul style="list-style-type: none"> Write resolution #4 Present to National Council Send to Finance Committee Send to Convention Committee Present at Convention 	<ul style="list-style-type: none"> NVP-Equity 	<ul style="list-style-type: none"> Equity Committee Members National Council 	<ul style="list-style-type: none"> September December March October 	
<ul style="list-style-type: none"> Ensure Budgets have IGBA lens 	<ul style="list-style-type: none"> Write resolution #5 Present to National Council Engage Locals Topic at National Equity Conference 	<ul style="list-style-type: none"> NVP-Equity 	<ul style="list-style-type: none"> National Council Equity Committee Members 	<ul style="list-style-type: none"> September December Ongoing After Convention 	
<ul style="list-style-type: none"> Collect Equity Data for GSU 	<ul style="list-style-type: none"> Present to National Council Engage Locals Topic at National Equity Conference Create working group 	<ul style="list-style-type: none"> NVP-Equity 	<ul style="list-style-type: none"> National Council Equity Committee Members 	<ul style="list-style-type: none"> December Ongoing After Convention After Convention 	

<ul style="list-style-type: none"> Enshrine in the Bylaws the NVP-Equity shall be an equity or equity seeking group member 	<ul style="list-style-type: none"> Write resolution #6 Present to National Council Send to Convention Committee Present at Convention 	<ul style="list-style-type: none"> NVP-Equity 	<ul style="list-style-type: none"> National Council Equity Committee Members 	<ul style="list-style-type: none"> November December Ongoing After Convention 	●
<ul style="list-style-type: none"> Increase Awareness of Accessibility Fund 	<ul style="list-style-type: none"> Send email to communications committee chair. Post on GSU webpage 	<ul style="list-style-type: none"> NVP-Equity 	<ul style="list-style-type: none"> National Council Equity Committee Members 	<ul style="list-style-type: none"> November Ongoing 	●

GSU Equity Action Plan: 2023-2024

PRIORITIES	ACTIVITY	LEAD(S)	SUPPORT(S)	TIMELINE	STATUS
<ul style="list-style-type: none"> Increase Equity within GSU National Office 	<ul style="list-style-type: none"> Use ESR results to draft Employment Equity Plan, with the union. Negotiate in the next Collective Agreement the EE Plan Write Employment Equity Plan Follow Employment Equity Plan 	<ul style="list-style-type: none"> National President 	<ul style="list-style-type: none"> National Council Equity Committee Members AEU Union 		
<ul style="list-style-type: none"> Equity Representation at Local President's Conference 	<ul style="list-style-type: none"> Write Resolution #9 Present to NC Submit to Convention Committee Present at Convention 	<ul style="list-style-type: none"> NVP-Equity 	<ul style="list-style-type: none"> National Council Equity Committee Members 		
<ul style="list-style-type: none"> Plain Language 	<ul style="list-style-type: none"> Write Recommendation to NC Present to NC Implement 	<ul style="list-style-type: none"> NVP-Equity 	<ul style="list-style-type: none"> National Council Equity Committee Members 		
<ul style="list-style-type: none"> Conference and Seminar Criteria 	<ul style="list-style-type: none"> Consult with member Consolidate Information Write Recommendation to NC 	<ul style="list-style-type: none"> NVP-Equity 	<ul style="list-style-type: none"> National Council Equity Committee Members 		

	<ul style="list-style-type: none"> • Present to NC for Policy adoption • Implement 				
<ul style="list-style-type: none"> • RVP Training for Locals 	<ul style="list-style-type: none"> • Write Resolution #TBD • Present to National Council • Develop training with Education Committee • Deliver Training 	<ul style="list-style-type: none"> • NVP-Equity 	<ul style="list-style-type: none"> • National Council • Equity Committee Members 		

GSU Equity Action Plan: 2024-2025

PRIORITIES	ACTIVITY	LEAD(S)	SUPPORT(S)	TIMELINE	STATUS
<ul style="list-style-type: none"> • Plain Language ongoing 	<ul style="list-style-type: none"> • As each Bylaw, Committee, ToR are looked at, work on a plain language guide. 	<ul style="list-style-type: none"> • National Council 	<ul style="list-style-type: none"> • Equity Committee Members • National Council • All member 	Ongoing	●
<ul style="list-style-type: none"> • PSAC Triennial Convention Equity Representation 	<ul style="list-style-type: none"> • Write Resolution #10 • Present to NC • Send to Resolution to Convention Committee • Present to Convention 	<ul style="list-style-type: none"> • NVP-Equity 	<ul style="list-style-type: none"> • Equity Committee Members • National Council 	Ongoing	
<ul style="list-style-type: none"> • GSU Triennial Convention Equity Representation 	<ul style="list-style-type: none"> • Write Resolution #8 • Present to NC • Send Resolution to Convention Committee • Present to Convention 	<ul style="list-style-type: none"> • NVP-Equity 	<ul style="list-style-type: none"> • Equity Committee Members • National Council 	Ongoing	●

Appendix 'K' – Report of the Young Workers Committee

Kevin Hanson | September 2022 – May 2023

Chair: Kevin Hanson NVP |VPN
Members: Leanne Moss RVP |VPR
Simon Pazdor Local 50002 President
Technical Advisor: Dominique Barrette, GSU

It has been an exciting last several months for the GSU Young Workers Committee. The committee successfully accomplished its mandate when it effectively planned and implemented the GSU Young Workers Conference that took place on Wednesday, November 30th and Thursday December 1st, 2022.

Prior to the conference, the committee met in person to go over the agenda, created speaking notes, planned the master of ceremony responsibilities, and discussed any last-minute items that may have been missed in the meetings leading up to the conference. The committee also met during the 2022 Local Presidents Conference for a team building social, and further ideas were shared amongst the committee members and observers who attended.

Some of the highlights from the conference include having the Joint Learning Program (JLP) deliver an equity related workshop, hosting guest speakers from the National Capital Region to talk about young workers items, being provided with a mobilization training by the PSAC, participating in team building activities and socials, and David Girard's presentation on grievances. Unfortunately, the weather was not cooperating over the two-day conference, and the group was unable to go out and do the mobilization activity outdoors that was initially planned. We were able to adapt, and participants learned how to use text and call features when reaching out to their members. In the future, it would be great to do an outdoor mobilization activity at a Young Workers Conference, and hopefully this time the weather will be much more tolerable.

I was advised that leading up to and after the conference, a few young workers decided to step forward into volunteer roles in their locals and regions. It is evident that this conference is a good way at engaging young workers, educating them on important topics and processes within the union, gather feedback from a younger workforce and membership, and it's a good tool used for recruiting new Union volunteers. For this reason, I want to sincerely thank everyone who helped make the Young Workers Conference a success and want to especially thank all the candidates who participated and those who helped promote the event.

Now that the committee has successfully achieved its mandate, I want to give a big thank you to the committee's Co-Chair, Leanne Moss, and committee member, Simon Pazdor. Your time, energy and knowledge are very much appreciated. I am confident that your hard work will go towards supporting the success of GSU, so keep up the great work!

I invite members and allies, who want to get more involve in the Young Workers Committee and the Young Workers Conference, to bring ideas forward in which we can expand inclusiveness for the years ahead. Everyone was, is, or will be a young worker, and I hope the committee can work towards bridging gaps between all age groups, especially to find ways to build unity amongst the broader membership.

Sincerely,

Kevin Hanson

Chair of the GSU Young Workers Committee

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