



**GSU National Council Meeting
Friday, February 19, 2019
Hilton Lac-Leamy, Gatineau, Quebec**

Minutes of meeting

Table of Contents

Tuesday, February 19, 2019

1)	Call to Order	1
	Announcements	2
2)	Approval of Agenda.....	2
3)	Hours of Session.....	2
4)	Approval of Previous Minutes.....	2
	a) Minutes of September 28, 2018.....	2
5)	Election of the National Vice-President	2
6)	Motion – Finance Committee	3
7)	Motion – GSU Website (Communications Committee)	4
8)	Business arising from the previous minutes.....	4
	a) Bob Haywood Memorial Bursary Application (Revised).....	5
	b) GSU By-laws	6
	c) Update Young Workers Summit	15
	d) Update P3 Fightback Campaign.....	15
	e) Update from Local Presidents’ Conference 2018	16
	f) GSU Committees.....	17
	g) Finance Review Committee – Resolution F5/2018	17
	h) National Council Meeting in 2020	17
9)	Round Table	17
	Oath of Office	19
10)	Adjournment	19
	Recorded Votes	20

Appendices

Appendix ‘A’ – Agenda.....	21
Appendix ‘B’ - Report of the Communication Committee	22

1) Call to Order

The meeting of the GSU National Council was called to order at 9:15 a.m. with Brother Randy Howard in the Chair and the following Members in attendance:

Randy Howard	National President
Martine Babcook	National Vice-President
Gary Byrne	Regional Vice-President, Newfoundland and Labrador
David Cunning	Regional Vice-President, Ontario Region, excluding the National Capital Region
Shanny Doucet	Regional Vice-President, New Brunswick and Prince Edward Island
Anthony Drozdowski	Regional Vice-President, Nova Scotia
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City
Linda Harding	Regional Vice-President, Lower British Columbia Mainland, including Vancouver
Pascal Ladouceur	Regional Vice-President, National Capital Region
Jim McQuaid	Regional Vice-President, National Capital Region
Nicole Rousseau	Regional Vice-President, National Capital Region
Bruce Roy	Regional Vice-President, National Capital Region
Heather Rawlins	Acting Regional Vice-President, Alberta, Nunavut and the Northwest Territories
Serge Sauvageau	Acting Regional Vice-President, Quebec West, including Montreal
Sue Soubra Boone	Regional Vice-President, Ontario Region, excluding the National Capital Region
Reni Stein	Regional Vice-President, remainder of British Columbia and the Yukon Territories
Larissa Williams	Regional Vice-President, Saskatchewan and Manitoba

Regrets

Kelly Bush	National Vice-President, Equity
Michèle Parent	Regional Vice-President, Quebec West, including Montreal
Robyn Thompson	Regional Vice-President, Alberta, Nunavut and the Northwest Territories

Vacant NVP position

NVP (1 position)	National Vice-President
------------------	-------------------------

Vacant RVP position

RVP (1 position)	Regional Vice-President, Royal Canadian Mint
------------------	--

Staff:

Dominique Barrette	Executive Coordinator to the National President
Maria Thomas	Executive Assistant to the National President

Observers:

Steve Colterman	Local President 70013
Kevin Hanson	Local President 70055
Normand Larivière	Local President 70023

Mihaela Marin-Lazarescu Local President 70017
Matthew MacAdam Chief Shop Steward 70024
Daniel Charron RCM Regional Vice-President (Retired)

Announcements

- Brother Howard advised National Council that simultaneous interpretation was being provided for the meeting and introduced Bob Theriault from Freeman and the Interpreters.
- Brother Howard welcomed and introduced National Council and the Observers. He welcomed Brother Byrne who is replacing Brother Walsh as GSU Regional Vice-President, Newfoundland and Labrador. Brother Walsh retired on December 26, 2018. He also welcomed Sister Heather Rawlins who has accepted to replace Sister Robyn Thompson as GSU Acting Regional Vice President, Alberta, NWT and Nunavut while Sister Thompson is on leave.

2) Approval of Agenda

m/s Linda Harding / Sue Soubra Boone

That the agenda be adopted as presented.

Recorded vote # 1. MOTION CARRIED. (Appendix 'A')

3) Hours of Session

m/s Anthony Drozdowski / Linda Harding

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

Tuesday, February 19, 2019 9:00 a.m. – 12:00 p.m. (noon)

1:00 p.m. – 5:00 p.m.

MOTION CARRIED.

4) Approval of Previous Minutes

a) Minutes of September 28, 2018

m/s Jim McQuaid / Anthony Drozdowski

That the minutes of September 28, 2018 be approved.

Recorded vote # 2. MOTION CARRIED.

5) Election of the National Vice-President

Brother Howard advised National Council that Sister Lori Walton was the successful candidate in a competition and she has accepted a position as a PSAC Regional Representative in Toronto. He then proceeded to explain the election procedures. He informed National Council that voting would be done by a secret ballot.

The following nominations from National Council were received for the position of the GSU National Vice-President:

Bruce Roy nominated by Anthony Drozdowski and seconded by Gary Byrne.

Linda Harding nominated by Reni Stein and seconded by Sue Soubra Boone.

No other nominations were received from National Council.

The candidates were then invited to speak. Following their presentations, National Council was asked to vote.

Secret Ballot. MOTION CARRIED.

Brother Howard declared Brother Bruce Roy as GSU National Vice-President.

Brother Roy thanked everyone for their votes and support. He mentioned that an election would need to be conducted to elect one (1) Regional Vice-President in the National Capital Region as the position is now vacant.

M/S Shanny Doucet / Pascal Ladouceur

THAT the ballots be destroyed.

MOTION CARRIED.

6) Motion – Finance Committee

M/S Martine Babcook / Nicole Rousseau

Motion: F6/2019

Subject: National Council Meeting – February 19, 2019

Originator: Finance Committee to National Council – February 19, 2019

BE IT RESOLVED that the GSU fund a National Council meeting in Ottawa for the members of National Council, to attend a fully funded 1-day meeting to be held on February 19, 2019; and,

BE IT FURTHER RESOLVED that the estimated total cost of \$55,000.00 for the approved event be taken from “Unreserved funds”, as it is not an approved line item in the budget for 2018, 2019 and 2020.

After some discussions, it was decided to amend the resolution as follows:

a/s Mélanie Hamel / Nicole Rousseau

WHEREAS it has been accepted through emails that National Council hold a face-to-face meeting in February 2019.

Prior to voting and for clarification, Brother Howard read the amendment resolution which is as follows:

WHEREAS it has been accepted through emails that National Council hold a face-to-face meeting in February 2019.

BE IT RESOLVED that the GSU fund a National Council meeting in Ottawa for the members of National Council, to attend a fully funded 1-day meeting to be held on February 19, 2019; and,

BE IT FURTHER RESOLVED that the estimated total cost of \$55,000.00 for the approved event be taken from “Unreserved funds”, as it is not an approved line item in the budget for 2018, 2019 and 2020.

Recorded vote # 3. MOTION CARRIED as amended. (Whereas in red)
Recorded vote # 6. MOTION CARRIED.

7) Motion – GSU Website (Communications Committee)

Sister Martine Babcook, Chair of the Communications Committee tabled a report on behalf of the Committee. Brothers Anthony Drozdowski, Bruce Roy, and Sisters Monica Mercier, Liz Richards and Michelle Simard are the other members of the Committee.

M/S Martine Babcook / Anthony Drozdowski

Motion / Redesign of GSU Website

Originator: Communication Committee

WHEREAS an organization’s website plays a central role in building credibility and trust among its audiences and will often be used to base a first impression on; and

WHEREAS GSU website is outdated, offers a bad user experience and is badly organized, making information hard to find; and

WHEREAS comments regarding the improvement of GSU website was a recurring theme at the 2018 Local Presidents’ Conference; and

WHEREAS it is GSU 20th anniversary;

BE IT RESOLVED THAT Government Services Union mandate Tonik Web Studio to redesign the website; and

BE IT FURTHER RESOLVED THAT a budget for the approved redesign of the website of \$15,000 that includes costs for the website as well as an amount for contingencies be taken from “Unreserved funds”, as it is not an approved line item in the budget for 2018, 2019 and 2020.

Sisters Babcook and Barrette answered questions. Sister Barrette indicated that the final redesign of the website should be done sometime in August 2019.

Recorded vote # 4. MOTION CARRIED.

m/s Martine Babcook / Anthony Drozdowski

To adopt the Communications Committee Report as presented.

Recorded vote # 5. MOTION CARRIED. (Appendix ‘B’)

8) Business arising from the previous minutes

Action items:

m/s Shanny Doucet / Jim McQuaid

Sister Doucet read the motion to National Council. After some discussions, it was noted that the English version did not match the French. Brother Howard indicated that the motion would be revised, and the updated version would be included into the minutes.

a) Bob Haywood Memorial Bursary Application (Revised)

The Government Services Union (GSU) and our parent union, the Public Service Alliance of Canada (PSAC), believe in “social unionism” which means that although our union is rooted in the workplace, we understand the importance of participating in and influencing the general direction of society. We strive not only to improve the lives of our members and their families but also the lives of all Canadians and the communities in which they live.

Bursary Description

In keeping with its principles, the GSU has created the Bob Haywood Memorial Bursary in celebration of a fierce trade unionist and a man of deep convictions who was committed to making the world a better place.

The union is offering a \$1,000 bursary to a GSU member in good standing pursuing part-time or full time post-secondary education. Bursary recipients are not eligible to apply for a second time.

Criteria and Application Process

Selection of the successful candidate is based on the following criteria:

- Completed application, including contact information;
- Demonstration of ‘C+’ average or higher (**if not first year student**);
- Description of financial need and/or personal challenges;
- Confirmation/evidence of acceptance at the university, college or recognized institute of higher learning the student will be attending;
- Response to the following question in 800 words or less.
- The applicant must NOT be receiving funding from the Employer Public Services and Procurement Canada (PSPC), Shared Services Canada (SSC) or the Royal Canadian Mint (RCM) to pursue higher learning;

Applications must meet all aforementioned criteria to be considered.

Please answer the following question in 800 words or less:

1. How are unions relevant to you (or not) in your life and in your community?
Please provide specific examples.

NOTE:

The Government Services Union reserves the right to withhold granting of an award if no applicant is deemed to meet the necessary requirements or for other valid reasons.

Recorded vote # 7. MOTION CARRIED.

Brother Howard thanked the Union Recognition Committee for establishing this bursary and National Council for supporting the motion.

b) GSU By-laws

Sister Martine Babcook, National Vice-President, assumed the Chair.
(11:15 a.m. to 11:25 a.m.)

m/s Randy Howard / David Cunning

A number of recommendations were brought forward by the National President Randy Howard to the GSU By-laws Committee for their review. Brother Howard informed National Council that these are substantive changes to the By-laws and not editorial which editorial amendments can be changed by National Council. Brother Cunning as Chair of the GSU By-laws committee presented the following motions to the National Council:

THAT National Council vote on the By-laws presented as being ruled out of order and presented as a package. (Refer to page 7)

Recorded vote #8. MOTION CARRIED. (2/3 majority required)

Background:

A number of By-Laws were approved by National Council prior to the last Convention with the understanding that they were editorial in nature and did not require 2/3 of Convention Delegates approval. A subsequent review of these By-laws identified a number of them which looked to constitute a substantial change to the By-Law and were not editorial in nature.

By-Law	Comments	Reason for ruling
BL1.S1 (page 3)	<p>2017: <i>This organization shall be known as the GSU of the PSAC and shall be referred to in these By-laws as the union.</i></p> <p>2015: the Government Services Union (GSU) of the Public Service Alliance of Canada</p> <p>Rationale: The PSAC Constitution in S8(2) names the component as Government Services Union; our charter issued by the PSAC does the same. A change to the name at this place in the GSU By-Laws may also have a legal ramification.</p>	Not approved by Convention
BL3.S2 (page 3)	<p>2017: Struck out</p> <p>2015: Section 2 - Associate Membership Associate Membership shall be granted in accordance with the terms of the PSAC Constitution and any relevant PSAC regulation</p> <p>Rationale: Removing an entire class of membership is a substantive change. NC in April 2017 approved the deletion but there is no Convention resolution to that effect.</p>	Not approved by Convention

<p>BL3.S5 (page 4)</p>	<p>2017: Struck out: Moved to Policy 18</p> <p>2015: Section 5 - Recognition of Prior Memberships Associate Memberships, Honorary Memberships, and Life Memberships recognized by the former Supply and Services Union and the former Union of Public Works Employees, which are compatible to the membership in this By-law, shall be recognized by this Union.</p> <p>Rationale: As a By-Law, only Convention may amend or rescind this Section by two-thirds (2/3) majority vote. However, were it to become a Policy, NC could amend or rescind it at any time subject only to ratification at a later Convention by simple majority vote.</p> <p>Therefore, while this may appear to be simply an editorial change it is in fact a substantive change.</p> <p>There is a record of a NC resolution proposing moving this Section but no Convention resolution authorizing the move.</p>	<p>Not approved by Convention</p>
<p>BL6.S3 (page 6)</p>	<p>The change of “shall” to “must”</p> <p>Rationale: Although these words may seem interchangeable, “shall” is defined in the definitions section and is imperative; “must” is undefined and therefore subject to interpretation.</p> <p><i>NOTE: not applicable in French.</i></p>	<p>Not approved by Convention</p>

<p>BL7.S1(e) (page 7)</p>	<p>2017: <i>submit to each scheduled annual National Council meeting a written report on his or her responsibilities and activities since the last meeting.</i></p> <p>2015: submit to each meeting of the National Council a written report on his or her responsibilities and activities since the last meeting.</p> <p>Rationale: previous wording required a report to each National Council meeting. This is a substantive change to the accountability of the National President.</p>	<p>Not approved by Convention</p>
<p>BL7.S1(k) (page 7)</p>	<p>2017: <i>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 the National Council meeting;</i></p> <p>2015: be responsible to the National Council for all monies paid to and expended by the Union and recommend and report on expenditures to the National Council;</p> <p>Rationale: This is a substantive change to the accountability of the National President</p>	<p>Not approved by Convention</p>
<p>BL7.S3(k) (page 8)</p>	<p>2017: 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 13 (Should be Policy 12).</p>	<p>Not approved by Convention</p>

	<p>2015: 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</p> <p>Rationale: Sub-section (k) was added to this Section because of Resolution B-02-14 being adopted at convention 2014.</p> <p>In red the words “as per Policy 13” were added to the 2017 version of this sub-section. I believe the correct Policy in the 2017 version is Policy 12.</p> <p>While adding the words “as per Policy 13” may seem an editorial change that condition was not included in the Resolution B-02-14 when it was adopted and is therefore a substantive change.</p>	
<p>BL7.S5(a) (page 9)</p>	<p>2017: If requested by the National President, the Alternate Regional Vice-presidents may assume the position of Regional Vice-president if the position is vacated permanently or if the RVP is on leave in excess of 30 days.</p> <p>2015: If requested by the National President, the Alternate Regional Vice-presidents may assume the position of Regional Vice-president if the position is vacated permanently or if the RVP is on temporary, but long-term leave.</p> <p>Rationale: this is a substantive change. Although I understand the intent of the proposed change, the addition of a specific time frame makes this a substantive change.</p>	<p>Not approved by Convention</p>

<p>BL8.S4 (a) (page 9)</p>	<p>Version 2014 reads: a) The election for the National President, the National Vice-President with the Equity portfolio and the two National Vice-Presidents shall proceed in that order: This wording was adopted by Convention in Resolution 11 Part 7.</p> <p>Apparently, because of Resolution B-09-14 adopted by Convention 2014, the wording of version 2015 was changed to: a) The elections of the National President, the NVP positions will be elected separately, starting with the NVP Equity position. No By-law wording was included in Resolution B-09-14 or in the committee report on this resolution and there is no record of NC approving this revised wording.</p> <p>In version 2017, in plain text without indicating a change, the wording changed further to: a) The election of the National President, the NVP Equity and NVPs will be conducted separately in the following order: National President, NVP Equity, 2 NVPs (separate elections). There is no record of NC approving this wording.</p> <p>Rationale: Therefore, three sets of By-Laws and three different wordings for the same sub-section. Only the original 2014 version was adopted by Convention.</p>	<p>Not approved by Convention</p>
<p>BL8.S5. (b) (page 10)</p>	<p>The words in red “as per Regulation 3.3” are added.</p> <p>Rationale: In the 2014 and 2015 versions Convention has the sole right to determine the National President’s salary without restrictions. With the addition of “as per Regulation 3.3” that sole and unrestricted right must now conform to a Regulation, which Council may adopt, modify or rescind as it sees fit.</p>	<p>Not approved by Convention</p>

	Substantive change.	
BL8.S9 (page 10)	<p>This entire section is shown as struck out.</p> <p>Rationale: There is no Convention resolution deleting this section. In April 2017, when Council deleted Regulation 13-GSU Elected Office Accountability Accord it felt removing this Section was simply an editorial change. The deletion of a Section from the By-Laws is a substantive change.</p>	Not approved by Convention
BL9.S2 (page 10)	<p>In red, the words “within 60 calendar days, if it occurs six months or more prior to the National Convention,” are added.</p> <p>Rationale: This now puts a definite time frame making this a substantive change.</p>	Not approved by Convention
BL9.S3 (page 10)	<p>In black the words “All nominees for National Council office must be voting delegates....in accordance with Section 4 (b), below,” are struck out.</p> <p>Rationale: This would be a substantive change requiring Convention approval. The deleted wording conflicts with BL8.S2 and with PSAC Constitution S5 (d) and S18 (1)</p> <p>Further in BL 9 S3, in red the words “if there is a vacancy in the office of Regional Vice-president in excess of 30 days, the alternate Regional Vice-president shall fill the position.” The addition of “excess of 30 days” makes this a substantive change.</p>	Not approved by Convention

<p>BL9.S4 (a) (page 11)</p>	<p>In red the words “Where a National Officer is absent for two weeks or longer, the National Officer must notify the GSU National Office,” is added.</p> <p>Rationale: This is a substantive change.</p>	<p>Not approved by Convention</p>
<p>BL11 (page 13)</p>	<p>The version 2014 words “In the year prior” are struck out and, in red in version 2017, the words “In each of the two years prior” are substituted. Similarly, the words “that year will be held immediately after the Council meeting” are struck out and replaced by “each of those years will be held immediately after the Local Presidents’ Council meeting.”</p> <p>NC in April 2017 recommend these changes but there is no record of a Convention resolution changing this By-Law.</p> <p>Convention 2017 amended the proposed GSU 2018-2019-2020 budget to include two Local Presidents Council meetings but did not amend the By-Law when it did so. This is a substantive change.</p>	<p>Not approved by Convention</p>
<p>BL12.S16 (page 16)</p>	<p>The entirety of the original S16 is struck out.</p> <p>Rationale: NC in April 2017 recommended striking this Section but did not bring forward a Convention resolution to that effect. Substantive Change.</p>	<p>Not approved by Convention</p>
<p>BL17 (page 20)</p>	<p>In red, the words “Regulations and Policies of GSU may be adopted and amended by a simple majority vote of the National Council. Any such decision must be ratified at the next triennial Convention.”</p>	<p>Not approved by Convention</p>

	Rationale: This wording conflicts in part with the provisions of BL6. S 10. While NC in April 2017 recommended this change, no Convention resolution was brought forward to the effect. This is a substantive change.	
BL19 (page 21)	Re-titling this “Definitions” and moving it to the front might appear to be marginally an editorial change. However, it is not the correction of an error but rather an editorial choice of format and is therefore a substantive change.	Not approved by Convention
BL20 (page 21)	Not shown, “Government Services Union” is changed to “GSU” and “Public Service Alliance of Canada” is changed to “PSAC.” Rationale: Because this is the Oath of Office I do not believe the use of a contraction is appropriate. Consequently, I see this as a substantive change.	Not approved by Convention

Brother Howard, National President, assumed the Chair. (11:25 a.m.)

c) Update Young Workers Summit

Sister Williams addressed National Council on the Young Workers Summit. At GSU Triennial Convention in September 2017, delegates approved the funding of a one-time National Young Workers Summit to be held in Ottawa from November 5-7, 2019. The summit is an opportunity for a limited number of young workers (age 35 or under) to participate in a dynamic event to help create a robust GSU Young Workers Committee. The objectives of the summit are to:

- Discuss, strategize and plan to build a strong GSU Young Worker Committee
- Network and share experiences and successes
- Engage and inspire

At the end of the event, the Committee hopes to have a clear mandate, terms of reference and committee structure. An input call letter was sent to the Local Presidents' with a cc to National Council to submit applications by March 30, 2019. To-date, no applications have been received. National Council requested a copy of the criteria for this meeting.

The committee will be meeting in Ottawa at the beginning of April 2019. Members of the committee are: Sisters Martine Babcook (Chair) Larissa Williams and Brother Kevin Hansen.

d) Update P3 Fightback Campaign

Brother Howard provided an update on 'P3 Fightback Campaign'. The Public Service Alliance of Canada (PSAC), launched a campaign to stop the contracting out of five heating and cooling plant operations in the National Capital Region. These plants presently provide service to about 100 buildings, including the Parliamentary Precinct, through a network of 14 kilometers of underground tunnels.

He thanked Brother Larivière, Local President 70023 and his Local for their dedication and Michèle Girash, PSAC Special Projects Officer for working on this campaign. This campaign is on-going.

Phoenix Day of Action

Brother Howard advised National Council that PSAC is organizing a 'Phoenix Day of Action' on February 28, 2019 in the National Capital Region. The event will start at 7:30 am and will continue throughout the day. The location will be near Bank and Laurier and the address will be provided closer to the event date. Brother Howard urges Regional Vice-Presidents in the NCR to engage their members to participate in this day of action. This is the third anniversary of the Phoenix pay system and many cases have not been resolved. PSAC has tasked Components to have at least fifty (50) members attend this rally. It is imperative that GSU Locals in the NCR show their support. Brother Howard stated that GSU will provide an honorarium of \$50.00 to every member participating at the rally and PSAC will provide transportation. Please engage your members and provide GSU with the list of names of members who will be attending the rally.

Brother Ladouceur commented that it is very difficult to engage members, as some members have no leave. Sister Hamel suggested that perhaps Brother Howard could send a letter to the Employer when any union activities take place. This could help with members engage in union activities.

Brother Larivière encouraged National Council to sign the petition for the 'Heat is On' campaign.

P.M. Session

e) Update from Local Presidents' Conference 2018

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

1. Communication
2. Representation
3. Mobilization

Brother Howard provided a brief summary on the three (3) issues.

Brief Summary

- In the process of hiring an administrative staff.
- Working on re-vamping the GSU website.
- Reminded Regional Vice-Presidents to send an email to Sister Thomas should they want Brother Howard to attend the Locals Annual General Meeting. (AGM)
- Sister Barrette is presently working on the GSU newsletter and if you have any stories to share, please send her an email.
- It is important for RVP to communicate with their Locals to find out what is going-on. Issues that Locals are having and to advise Brother Howard.
- Speak with members and encourage them to get involve. It is important to have union activists.
- Brother Howard informed National Council that Brother Gagné is on leave and that Brother Spencer is replacing him.
- Brother Howard is encouraging Locals to use Memberlink. Contact Sister York should you wish to do so.
- Sister Harding wanted to know if monthly conference call will be held. This was a past practice which she found to be very useful to touch base with the RVP and find out what is happening in their regions. Sister Harding wanted to know if this was going to be set-up.
- Sister Hamel reminded National Council that PSAC offers various type of training.
- Sister Rousseau requested a summary of the three (3) key issues so she can share this information with her Locals. Sister Barrette will be sending a brief summary to National Council.

- National Council requested that prior to choosing a date for a Local Presidents' Conference that they should have an input.

f) GSU Committees

Brother Howard advised National Council that the GSU Committees needs to be revamped as there is newly elected officers. He is requesting National Council to review the list of the GSU Internal Committees and to provide him with their preference by sending him an email. He will then review their preference and he will assign a Committee.

Brother McQuaid requested that the list of the GSU Internal Committees be provided indicating the committees with vacancies. Brother Ladouceur requested that National Council be provided with the Terms of Reference for each of the GSU Committees.

National Council also requested that they be provided with a list of the Departmental Committees. They are requesting that minutes and Terms of reference be provided for each of these meetings. They also wanted to be provided with a list on who sits on the departmental committees.

g) Finance Review Committee – Resolution F5/2018

Resolution F5/20 has been referred to the GSU By-laws Committee. This item will be discussed at the next National Council meeting in August 2019.

h) National Council Meeting in 2020

Brother Howard requested that National Council provide him with three (3) suggestions to have the National Council meeting in 2020. A costing will be provided at the next National Council meeting in August 2019 in Montreal.

Brother Howard read the motion that was voted on at the last National Council meeting on September 28, 2018.

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

National Council then proceeded to suggest the following (three) 3 regions:

1. Victoria, British Columbia
2. Regina, Saskatchewan
3. Halifax, Nova Scotia

9) Round Table

The National Council meeting ended with a Round Table Discussion. Brother Howard invited Local Presidents to address National Council members.

Summary:

Brother Sauvageau: He thanked everyone, and he really enjoyed his stay at the hotel. He also mentioned that he has provided an updated executive list to the National Office on several occasions and this has not been done. Brother Howard indicated that he will follow-up.

Sister Rousseau: She requested that Mental Health training be added to the agenda for the next Local Presidents' Conference in August 2019.

Sister Rawlins: She stated that it was a great learning experience, and she enjoyed meeting and working with everyone.

Sister Stein: She raised the following three items:

- Performance Management
- Talent Management
- Mental Health & Wellness Committees

Performance Management

She wanted to know if there are any of the other regions having any success or difficulties regarding either or all of these three areas and if so what are they?

Her region asked for in person training in performance management (PM) for employees and management came back with hyperlinks to online training materials. Sister Stein wanted to know is the employer providing training to employees in any of the regions for PM?

Talent Management

Talent Management is an ongoing issue. It was raised at the expanded ROSH/RLMCC to encourage Talent Management at lower levels. Sister Stein raised concern about the lack of transparency for the entire process.

Mental Health & Wellness Committee

MHWC – At the expanded ROSH/RLMCC meeting one of the recommendations was to have a dedicated resource in the region. She wanted to know from National Council members if any of their regions have a dedicated resource and if they were having any success with MHWC in their regions.

Sister Stein also mentioned that her Local 20008 was going to try using a phone tree to reach members including those in the outlying areas. Each executive was going to take a certain # of employees phone numbers, introduce themselves and connect.

National Council members did provide comments to Sister Stein. Brother Drozdowski echoed Sister Stein comments on Talent Management.

Sister Harding: She echoed Sister Stein concerns. Sister Harding advised National Council that she sits on the PSAC Steering Committee for the National Health and Safety Conference and she encourages members to attend. A meeting will take place next week in Montreal.

Sister Babcook: She informed National Council members that she attended with Brother Howard and Sister Walton a meeting to improve Mental Health and Wellness Committee. This is a pilot project.

Brother Drozdowski: He echoed Sister Stein's concerns and that the Mental Health and Wellness Committee is not functional in the Atlantic region.

Sister Rousseau: She also expressed her concerns regarding Talent Management. Not working well in the NCR.

Brother Hanson: He enjoyed the meeting and thanked everyone. He congratulated Brother Roy as the newly elected GSU National Vice-President and wished Brother Charron all the best in his retirement.

Brother MacAdam: He is the Chief Shop Steward for Local 70024 and he replaced Brother Tessier, who was unable to attend the meeting. He also stated that he will try to attend the Phoenix rally and try to mobilize members.

Sister Lazarescu: She congratulated Brother Roy as the newly elected GSU National Vice-President and she thanked Sister Walton for a job well done on representing SSC at various meetings. Sister Lazarescu is working with Brother Ladouceur who is the RVP for SSC, Brother McQuaid and Local executives to resolve various issues. She also expressed her concerns regarding the entire process on Talent Management.

Sister Barrette: She reminded everyone to send her stories to be included into the GSU Newsletter.

Brother Charron: He had every intention to finish his mandate as RCM RVP but due to lay-off at the RCM decided to retire. He has been involved with GSU since 1999 and thanked everyone for their support, knowledge and especially their friendship. He will be dropping-by at the next GSU Convention in 2020 and wishes everyone all the very best. A special thank you to Sister Thomas for all of her work and support over the years.

Brother Byrne: He advised National Council that Brother Walsh is doing well. He also advised National Council that his AGM will be held next week.

Brother Howard: He informed National Council that he will follow-up with the department regarding the concerns raised by Sister Stein. Brother Howard wished Brother Charron a happy retirement and thanked National Council and everyone behind the scene for their support and a job well done.

Oath of Office

Brother Howard administered the Oath of Office to the newly elected officers: Sister Rawlins, Brothers Byrne and Roy.

10) Adjournment

m/s Linda Harding / Sue Soubra Boone

The meeting adjourned at 5:05 p.m.

MOTION CARRIED.

Recorded Votes

Legend 1. Yes 2. No 3. Abstain 4. Absent	Agenda	Minutes of September 28, 2018	Amended F6-2019 Finance Motion	GSU Web-site	Communications Report	Finance Committee motion as a whole	Bob Haywood Memorial Bursary	GSU By-laws
Vote Number	1	2	3	4	5	6	7	8
Babcook, Martine	4	3	1	1	1	1	1	1
Bush, Kelly	4	4	4	4	4	4	4	4
Byrne, Gary	1	3	1	1	1	1	1	1
Cunning, David	1	1	1	1	1	1	1	1
Doucet, Shanny	1	1	1	2	1	1	1	1
Drozdzowski, Anthony	1	1	1	1	1	1	1	1
Hamel, Mélanie	1	1	1	1	1	1	1	1
Harding, Linda	1	1	1	1	1	1	1	1
Ladouceur, Pascal	1	1	1	1	1	1	1	1
McQuaid, Jim	1	1	1	1	1	1	1	2
Rawlins, Heather (Acting)	1	3	1	1	1	1	1	1
Rousseau, Nicole	1	1	3	1	1	1	1	2
Roy, Bruce	1	1	1	1	1	1	1	1
Sauvageau, Serge (Acting)	1	1	1	1	1	1	1	1
Stein, Reni	1	1	1	2	1	1	1	1
Soubra Boone, Sue	1	1	1	1	1	1	1	1
Williams, Larissa	1	1	1	1	1	1	1	1
Howard, Randy	1	1	1	1	1	1	1	1

Leave: Michèle Parent and Robyn Thompson

Vacant: NCR (1 RVP position) RCM (1 RVP position)

Appendix 'A' – Agenda

GSU National Council Meeting
Tuesday, February 19, 2019
Hilton Lac-Leamy, Julien/Gagnon Room
Agenda

1. Call to Order 9:00 a.m.
2. Approval of Agenda
3. Hours of Session
4. **Approval of Previous Minutes**
 - a) Minutes of Friday, September 28, 2018
5. Election of the National Vice-President
6. Motion – (Finance Committee)
7. Motion – GSU Website (Communication Committee)
8. **Business arising from the previous minutes**

Action items:

 - a) Bob Haywood Memorial Bursary (Union Recognition Committee)
 - b) GSU By-laws
 - c) Update Young Workers' Summit
 - d) Update P3 Fightback Campaign
 - e) Update from Local Presidents' Conference 2018
 - f) GSU Committees
 - g) Finance Review Committee – Resolution F5/2018 referred to By-laws
 - h) National Council Meeting in 2020
9. Round Table
10. Adjournment

Appendix 'B' - Report of the Communication Committee

The Communication Committee met for the first time since April 2017 during the Local Presidents' Conference in September 2018. Prior to this meeting, members of the committee consulted with their respective members to identify what they thought GSU's communication issues were. When the committee analyzed all the comments, it realized that there was one common theme: GSU's Website. For members, the website is not relevant, the information is outdated or hard to find.

The discussion that followed revolved mainly around GSU website. Other points were brought forward, such as developing tools for new members, raising awareness towards Memberlink and collaborating more with other Committees to get their input on what would be useful for them from a communication perspective.

During the same Local Presidents' Conference, participants were asked to come up with a list of priorities for their regions and GSU website was a common theme throughout the regions. More so, GSU has identified communications as a whole as one of its key priorities for 2019-2020.

An organization's website plays a central role in building credibility and trust among its audiences and will often be used to base a first impression. If users perceived the website as being outdated, disorganized and irrelevant it will likely transcend in the overall perception they have of the organization.

Based on the feedback received from the members as well as the outcome of the Local Presidents' Conference, it is clear that GSU needs to undergo a redesign of its website.

Currently, GSU website is outdated, offers a bad user experience and is badly organized, making information hard to find. Additionally, GSU's website is not secured. Although the website does not contain sensitive or confidential information, it is still important for GSU to integrate a SSL Certificate to its website to ensure the integrity of the website. But most importantly, without a certificate, some browsers may label the website as "unsafe" and thus, undermines GSU's credibility and member's trust.

The Communication Committee recommends to National Council that the GSU Website undergo a redesign. As such, three (3) web agencies as well as the independent contractor who built the current website were asked to provide a proposal for the redesign of the website. After analyzing all four (4) proposals, the Communication Committee recommends to National Council that we hire Tonik Web Studio for the redesign of the website. In its proposal, Tonik has demonstrated a good understanding of the mandate and we believe that they will be able to create something modern and transform GSU's website into a tool to engage our members.