
Convention Proceedings



Government Services Union
Syndicat des services gouvernementaux

Government Services Union, PSAC

Ninth Triennial National Convention

September 26, 27 and 28, 2023

Delta Hotel

Ottawa, Ontario

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Call to Order

GSU National President, Bruce Roy ("National President") called the 9th GSU Triennial National Convention to order at 8:35 a.m. on Tuesday September 26, 2023.

Announcements

- GSU National President welcomed the delegates to Ottawa.
- Simultaneous translation services was provided for this convention and delegates were encouraged to speak in their preferred language.
- It was highlighted that this year's Convention had a record-breaking of 121 registered delegates.
- National President introduced himself and acknowledged the land on which we are gathered is the traditional unceded territory of the Algonquin Anishinabeg People.
- National President then introduced Elder Barb Brant and invited GSU National Vice-President, Equity, Kelly Bush to give a proper introduction.

Indigenous Opening (Elder Barb Brant)

- Kelly Bush shared that Elder Barb Brant, a member of the Turtle Clan from the Mohawk Nation in Tyendinaga, is from the "Land of the Peace Maker" and had played a significant role in the Murdered and Missing Indigenous Women Pre-Inquiry ceremonies and sessions in 2015. Elder Barb Brant subsequently led the opening ceremony of the Convention with a traditional Native prayer.
- Before officially commencing the order of business, National President made a request for the "Solidarity Forever" song and video to be played.

GSU Honour Call

National President proceeded with the honour call for our members who have passed away during the last two years. The following names appeared on the screen and a moment of silence was observed.

Sue Boone	Local 00027 – Former RVP Ontario Region
Michael Chua	Local 70055
Dzunkam Tah Dzu Simo	Local 70013
John Garbutt	Local XPW75
Maureen Green	Local 70013
Kevin McGrath	Local 70013
Francis MacArthur	Local 80052
Robert (Bob) O'Connell	Local 70013
Jean-Christophe Rozon	Local 70019
Charlene Rutter	Local 60011
Jacques Sauriol	Local 70019
Kyrisa Vaughan	Local 60011
Dave Clarke	National President UCTE
David Stevens	Director General, PSPC, Pension Centre, Shediac

Introductions

National President introduced the members of GSU National Council, GSU Staff, Life Members and Guests.

GSU National Council

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
Sheldon Jacobs	Regional Vice-President, Saskatchewan and Manitoba
Azra Jusuf	Regional Vice-President, Ontario Region excluding the National Capital Region
Mike LeBlanc	Regional Vice-President, New-Brunswick and Prince Edward Island
Leanne Moss	Regional Vice-President, Newfoundland and Labrador
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 and the remainder of British Columbia and the Yukon Territories
William Tait	Regional Vice-President, National Capital Region

GSU Staff

Matthieu Allard	National Union Representative
Dominique Barrette	Director, Communications, Political Action & Administration
Monique Desrosiers	Finance Coordinator
David Girard	Director, Representation and Labour Relations
Logan Lafleur	Finance and Administrative Assistant
Diane Rancourt	Communication and Administrative Assistant
Neola Sanders	Administrative Assistant to the Union Representatives
Anju Singh	National Union Representative
Maria Thomas	Executive Assistant to the National President
Jennifer York	Technology Assistant

Guests

Chris Aylward	PSAC National President
Shannon DeSousa	PSAC National Executive Vice-President

GSU Life Members

Mark Brunell	Former GSU National President
Randy Howard	Former GSU National President
Mike Lavery	Former GSU Regional Vice-President, Nova Scotia
Bill Walsh	Former Regional Vice-President, Newfoundland and Labrador.

GSU Policy on Harassment

National President invited GSU Regional Vice-President Mélanie Hamel to read the GSU Policy on Harassment. A copy of the GSU Policy on Harassment was provided in the Convention kits.

“Our union is made strong by Sisters and Brothers working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. The PSAC Constitution states that every member is entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, disability, sexual orientation, gender identity or expression, language, social and economic class or political belief. Members are also entitled to be free from personal and sexual harassment.

The Government Services Union (GSU) also recognizes the right of the GSU National Office staff to work in an environment free from all forms of harassment.

If you experience harassment at this event, contact the identified Anti- Harassment Resource Person to discuss the situation and possible responses. Our initial approach is to encourage early and informal resolution and to facilitate our members speaking directly with one another to resolve the matter. If this is not successful or possible, the Constitutional and policy mandates on the issue of harassment will be fully and quickly enforced.

Harassment in all its forms, detracts from our common purpose and weakens our union. Let each one of us, as we work together on the important task at hand, treat each other with dignity and respect.”

He then introduced Dominique Barrette and David Girard as the Anti-harassment Coordinators for this Convention.

GSU Policy on Scent-Free Environments

National President invited GSU Regional Vice-President, Linda Harding to read the GSU Scent Policy. A copy of the GSU Scent Free Policy was provided in the Convention kits.

“The Government Services Union (GSU) is committed to ensuring that all members with disabilities are able to effectively participate in order to contribute to the organization’s mandate.

In this regard, the GSU recognizes that accessibility is an essential requirement for the participation of members with environmental disabilities.

In consideration for the health of our Sisters and Brothers who may suffer from environmental disabilities, and with the goal of eliminating a contaminant from the air, the GSU requests that all participants attending any union function refrain from using scented products. These include scented perfumes, colognes, lotions, hairsprays, deodorants and other products promoted by the fragrance industry.

A participant who notices a problem is encouraged to address the person in a cordial and respectful manner. Any unresolved issues may be brought to the attention of the organizers who may investigate and attempt to find a reasonable accommodation.

By working together, we can create healthier environments for ALL, and accommodate the needs of persons who have environmental disabilities.”

Housekeeping Matters

National President addressed several essential housekeeping matters:

- **Interpretation Devices:** A brief overview was given regarding interpretation devices.
- **No Food Policy:** A reminder was issued that no food is allowed in the room due to potential allergies.
- **Photography Notice:** Delegates were informed that photographs would be taken throughout the convention. Those who preferred not to have their pictures taken were encouraged to advise a member of the staff.
- **Microphone Etiquette:** When approaching the microphone, delegates were advised to wait until recognized by the chair before speaking. Additionally, a specific format for introduction was recommended: stating one's full name and delegate number.
- **Tiling Doors:** National President provided an explanation of the fundamentals of tiling doors.
- **Announcements:** Participants were instructed to advise Dominique if they had any announcements.
- **Logistics Concerns:** For any logistics-related issues, delegates were directed to reach Maria.
- **Documents:** Assurance was given that all convention documents had been distributed before the event. Furthermore, they were made available online through a QR code.

These guidelines aim to ensure a smooth and organized convention experience for all delegates.

Ratification of Appointments to Credentials Committee

M/S Kevin Hanson / Martine Babcook

THAT this Convention ratifies the appointments to the credentials committee

MOTION CARRIED.

First Report of the Credential Committee

M/S Chantal Umphrey / Chris Hobbs

THAT the first report of the Credential Committee be adopted:

- 109 Accredited Delegates
- 8 Observers
- 8 Guests including Life Members

The Credentials Committee reported 109 accredited delegates present.

MOTION CARRIED.

(Appendix 'A' - List of Delegates)

Due to unexpected circumstances, National President informed the Convention floor that GSU has received three credentials beyond the deadline. These late submissions include the following delegates: Emmanuel Conduah, Local 70055 Omar Ghandour, Local 70055 and Samantha Parlour, Local 70019.

M/S Ian Leblanc / Steve Colterman

THAT as per the recommendation of the Credential Committee, the convention delegates accept the three late delegates, Emmanuel Conduah, Omar Ghandour and Samantha Parlour be granted a seat on the convention floor following the morning break.

MOTION CARRIED UNANIMOUSLY.

Ratification of Appointments to Convention Committees

M/S Leanne Moss / Steve Colterman

THAT this Convention ratifies the appointments to committees with the following amendment:
Heather Rawlins shall be replaced by Ali Haidara.

MOTION CARRIED.

(Appendix 'B')

Adoption of the Rules of Order

M/S Nicole Rousseau / Heather Rawlins

THAT the Rules of Order be adopted as presented.

MOTION CARRIED UNANIMOUSLY.

(Appendix 'C')

Adoption of the Convention Agenda

M/S Kelly Bush / Sheldon Jacobs

THAT the Convention Agenda be adopted as presented.

MOTION CARRIED UNANIMOUSLY.

(Appendix 'D')

Guest Speaker: Chris Aylward

GSU National President introduced PSAC National President, Chris Aylward. A copy of his biography was included in the kits and distributed electronically.

Chris Aylward delivered an inspiring speech that resonated well with everyone present. He acknowledged the numerous challenges within the union and expressed confidence in GSU, our leadership, locals, and members to navigate through these challenges, emerge stronger, and remain united. Despite a demanding year marked by the largest Canadian strike in PSAC history, our members stood united, sending a strong message to the Government of Canada. Chris Aylward commended the GSU staff for their dedication and hard work, emphasizing that the success of Conventions and other meetings depended on their behind-the-scenes efforts. The delegates showed their appreciation with a standing ovation.

Chris Aylward concluded his address by praising GSU National President Bruce Roy, highlighting his tireless efforts on behalf of the members and his deep dedication to their cause. He extended gratitude to the delegates and observers, assuring them that PSAC stands with them and will continue to do so. He wished the delegates a fantastic Convention!

Second Report of the Credential Committee

M/S Chris Hobbs / Chantal Umphrey

THAT the report of the Credential Committee be adopted:

109 Accredited Delegates

8 Observers

8 Guests

The Credentials Committee reported 109 accredited delegates present.

Point of Privilege

Nicole Rousseau brought to attention that three delegates had been voted to the Convention floor prior to the break. Consequently, shouldn't our total count of Accredited Delegates be adjusted to 112?

Correction to the second report of the credentials committee

M/S Chris Hobbs / Chantal Umphrey

THAT the report of the Credential Committee be adopted as follows:

112 Accredited Delegates

5 Observers

5 Guests

The Credentials Committee reported 112 accredited delegates present.

MOTION CARRIED.

Ratification of GSU Regulations and Policies adopted by the National Council

M/S Linda Harding / Reni Stein

REGULATIONS

Definitions

Regulation 2 – Framework Local By-Laws

Regulation 4 – Expenses for Members on GSU Business

Regulation 5 – GSU Standing Committees

Regulation 6 – Financial Review Committee

Regulation 7 – Life Memberships, Honourary Memberships and Awards of Merit

Regulation 9 – Local Financial Accounting

Regulation 10 – Discipline Procedures

Regulation 13 – Selection of Delegates to Conferences and Seminars

POLICIES

Policy 3 – Family Care at GSU Events

Policy 4 – Payable Allowance – Staff

Policy 4 – Miscellaneous Expenses for National Council Members (new)

Policy 9 – Local Conference Subsidy

Policy 12 – Review of Local's By-Laws

MOTION CARRIED.

(Appendix 'E')

Committee Reports

Report of the Finance Committee

The Convention Chairperson, Bruce Roy, asked the Co-Chairpersons of the Finance Committee, Martine Babcook and Mélanie Hamel, as well as the Committee members to come to the front.

National President explained the voting process for resolutions to all delegates.

Martine Babcook took a moment to introduce the members of the Committee: Co-Chair, Mélanie Hamel, Stéphanie Rochon, Mike Leblanc, Paul Paquette, Sonia Gagné, Monica Martin, Azra Jusuf, the technical staff person, Monique Desrosiers and herself, Martine Babcook.

It was indicated that all resolutions will be automatically moved and seconded by the Co-chairpersons Martine Babcook and Mélanie Hamel on behalf of the Committee.

The Finance Committee commenced its session with Martine Babcook presenting the budget.

(Appendix 'F')

M/S Martine Babcook / Mélanie Hamel

THAT the 2024-2025-2026 Triennial Budget be adopted as presented.

M/S Kelly Bush / Leanne Moss

To refer back to the Finance Committee with the following instruction: To divide Line 12 National President Salary and Benefits. National President indicated that you cannot divide the budget.

MOTION RULED OUT OF ORDER – The budget CANNOT be divided.

M/S Leanne Moss / Christian Smith

To refer back to the Finance Committee to have the National President salary increase reflect the same as the other members which would be a 4% increase.

The National President Salary and Benefits – Line 12 in the budget is referred back to the Finance Committee for further review and explanation.

MOTION CARRIED.

PM Session

Third Report of the Credential Committee

M/S Chantal Umphrey / Chris Hobbs

THAT the report of the Credential Committee be adopted as follows:

114 Accredited Delegates

6 Observers

5 Guests

The Credentials Committee reported 114 accredited delegates present.

MOTION CARRIED.

Address of the GSU National President, Bruce Roy

National President addressed the Convention delegates, covering various critical issues. He discussed the Public service employee strike and the bargaining team, the recent ratification of the Royal Canadian Mint (RCM), and the ongoing negotiations for Royal Canadian Mint (RCM) PSOs. Emphasizing his priorities, he highlighted the goal of preventing unallotted members, noting a 50% drop in RAND members over the last two years.

National President commended the National Council members for their dedication and hard work. He mentioned ongoing consultations with ADMs and managers, highlighting that all locals currently have full executives. Expressing pride in the progress achieved in just two years, he eagerly anticipated the future of GSU. National President concluded his address with a brief video on the strike. (Appendix 'G')

Committee Reports

Report of the By-laws Committee

The finance committee reconvenes to address the National President's salary referred back to them for review to have the National President salary increase reflect the same as the members; salary increase.

The Convention Chairperson asked the Co-Chairpersons of the By-Laws Committee, Nicole Rousseau, and Kelly Bush, as well as the Committee members to come to the front. Kelly introduces the committee members: Nicole Rousseau, Caroline Manyk, Joel Kowerko, Simon Pazdor, Sarah Bolger, Will Tait, Anthony Drozdowski, the technical staff person, David Girard and herself, Kelly Bush.

It was indicated that all resolutions will be automatically moved and seconded by the Co-chairpersons Kelly Bush and Nicole Rousseau on behalf of the Committee.

A copy of their report was provided to the Convention delegates. (Appendix 'H')

B-01-23

COMPOSITION OF NATIONAL COUNCIL

BE IT RESOLVED that By-Law 6, Section 2c) be amended as follows:

BY-LAW 6 - NATIONAL COUNCIL

SECTION 2

- c) 16 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

Rationale: There is now only 1 local in Ontario with +/- 330 members. It is not equitable to have 2 RVPs for one local compared to other regions.

Committee Recommendation: Concurrence

Convention Action: Carried

B-02-23

NATIONAL COUNCIL MEETINGS

BE IT RESOLVED that By-Law 6, Section 5 be amended to:

BY-LAW 6 - NATIONAL COUNCIL

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.

***Rationale:** There is a need to clarify that one meeting will be held in person. Adding two-half day virtual meetings will increase communication and allow GSU to conduct its business.*

Committee Recommendation: Concurrence

Convention Action: Carried

B-20-23

EXPENSE CLAIM PROCESSING TIMELINE

WHEREAS GSU members often have to wait over 30 days following submission of their expense claim which puts a financial strain on members who participated in union functions while waiting for expense reimbursement; and

WHEREAS many GSU members struggle financially, live pay-cheque to pay-cheque and rely on timely payments for expense reimbursements; and

WHEREAS GSU currently does not have a specified time requirement to issue payment for expense reimbursements following an expense claim submission.

BE IT RESOLVED Regulation 4 be amended to include:

Regulation 4 – Expenses for Members on GSU Business

Section 13 - Timeline for Payment of Expense Claims

Expense claims submitted to the National Office for reimbursement of expenses for members on GSU Business as per Regulation 4, following review and approval of the claim, payment shall be issued within 30 days of the date to which the claim was received by the National Office.

***Rationale:** This amendment would establish a reasonable service standard and ensure GSU members are reimbursed within a reasonable timeframe and avoid placing members in financial hardship.*

Committee Recommendation: Concurrence

Convention Action: Carried

B-18-23

GSU STANDING COMMITTEES

WHEREAS committee members may have not previously participated in committee work

WHEREAS it is good practice for training and succession planning

WHEREAS transparency is very important to our organization, committee members must understand the responsibility of voting for or against resolution in committee work.

BE IT RESOLVED that a new regulation 5 subsection 2 be created as follows and subsequent sections re-numbers:

REGULATION 5 – GSU STANDING COMMITTEES

SECTION 2

At the beginning of each new cycle, the chair of the committee shall ensure that rules and procedures for committee work is clearly explained to the committee members.

***Rationale:** This amendment would permit the full participation of committee members and avoid mistakes made due to lack of understanding of rules and procedures.*

Committee Recommendation: Concurrence

Convention Action: Carried

B-03-23

NATIONAL COUNCIL MEETING

BE IT RESOLVED that a new Section 13 be added to By-Law 6 as follows:

BY-LAW 6 - 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.

***Rationale:** It's important for National Council to be able to be adequately prepared and be ready for the meeting.*

Committee Recommendation: Concurrence

Convention Action: Carried

COMPOSITE RESOLUTION B-06-23A - DUTIES OF NATIONAL VICE-PRESIDENTS

(which covers B-06-23 and B-07-23)

BE IT RESOLVED that By-Law 7, Section 2e) and 2i) be amended as follows and that Section 2 is re-lettered accordingly:

BY-LAW 7 - DUTIES OF NATIONAL OFFICERS

SECTION 2 - DUTIES OF THE NATIONAL VICE-PRESIDENTS

e) Submit written reports on their responsibilities and activities as follows:

- i. to each scheduled meeting of the National Council since the last National Council;
- ii. to each Convention;
- iii. at the end of each calendar year preceding Convention, a year-end written report to the National Council.

~~e) make a report on their assigned duties to each National Council meeting and to each Convention~~

~~i) submit on a quarterly basis a written report to the National Council on their responsibilities and activities since the last quarter~~

***Rationale:** Given the changes proposed by B-2-23, By-Laws 7 must be amended to reflect this change., This change would be consistent with the current practice and maintain the current number of reports, 4 per year. The composite resolution is to ensure that the reporting requirements are in the same place.*

Committee Recommendation: Concurrence

Convention Action: Carried

COMPOSITE RESOLUTION B-04-23A - DUTIES OF NATIONAL OFFICERS

(which covers B-04-23 and B-05-23)

BE IT RESOLVED that By-Law 7, Section 1e) and 1o) be amended as follows and that Section 1 is re-lettered accordingly:

BY-LAW 7 - DUTIES OF NATIONAL OFFICERS

SECTION 1 - DUTIES OF THE NATIONAL PRESIDENT

e) Submit written reports on their responsibilities and activities as follows:

- i. to each scheduled meeting of the National Council since the last National Council;
- ii. at the end of each calendar year preceding Convention, a year-end written report to the National Council.

~~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.~~

~~e) submit on a quarterly basis a written report to the National Council on their responsibilities and activities since the last quarter.~~

***Rationale:** Given the changes proposed by B-2-23, By-Laws 7 must be amended to reflect this change., This change would be consistent with the current practice and maintain the current number of reports, 4 per year. The composite resolution is to ensure that the reporting requirements are in the same place.*

Committee Recommendation: Concurrence

Convention Action: Carried

B-16-23

GSU CONFERENCES

WHEREAS GSU Bylaw 11 only makes reference to the Local Presidents' Conference; and

WHEREAS GSU currently hold additional conferences that are not referenced in the GSU Bylaws;

WHEREAS GSU National Young Workers Conference is held once per cycle as adopted by the convention body.

BE IT RESOLVED that GSU By-law 11 be amended as follows:

BY-LAW 11– GSU CONFERENCES

Section 1 - Local Presidents' Conference

In each of the two years prior to the GSU Triennial National Convention, the National President will organize a meeting of the Local Presidents' Conference. The National Council Meeting for those two years will be held immediately after the Local Presidents' Conference.

Section 2 - National Young Workers Conference

The National President will organize a National Young Workers Conference once per cycle.

***Rationale:** This amendment is in line with National Council motion passed on November 24, 2020, and the budget adopted by Convention in 2021.*

Committee Recommendation: Concurrence

Convention Action: Carried

**SELECTION OF ALTERNATE DELEGATES TO PSAC
NATIONAL CONVENTION**

WHEREAS GSU Regulation 12 requires delegates/alternates to PSAC National Convention to be elected concurrently and alternates must run against delegates.

BE IT RESOLVED GSU Regulation 12 be amended as follows:

REGULATION 12 – SELECTION OF DELEGATES TO PSAC CONVENTIONS

d) The remaining delegates that GSU is entitled to send to the PSAC National Convention will be elected from the plenary floor using the following process:

- i. Nominations will be invited from the floor.
- ii. The Chair will inform the delegates of the remaining number of expected GSU delegate seats at the PSAC Convention. The Chair will instruct delegates to indicate that number of names on their ballot.
- iii. The nominees receiving the highest number of votes shall be declared elected and ranked in descending order based on the number of votes they received.

~~iv. The remaining nominees shall be declared elected as Alternate delegates and ranked in descending order based on the number of votes they received.~~

e) The GSU alternate(s) for delegates to the PSAC National Convention will be elected from the plenary floor using the following process:

- i. Nominations will be invited from the floor.
- ii. The remaining number of expected GSU delegate seats at the PSAC Convention. The Chair will instruct delegates to indicate the number of names on their ballot for alternate delegate(s) to the PSAC National Convention.
- iii. The nominees receiving the highest number of votes shall be declared elected and ranked in descending order based on the number of votes they received.
- iv. The ranked list of nominees will be utilized in descending order to replace GSU delegate(s) who are unable to attend the PSAC National Convention.

Rationale: Currently Regulation 12 forces members who wish to be considered for GSU delegate(s) and/or alternate(s) to PSAC's National Convention to be elected from one ballot. In the past members have specifically declared they would only like to be considered as an alternate delegate and currently would be required to commit to being delegate(s) (pending election results) to have their name(s) considered as an alternate(s). Amending this regulation will allow for elections of GSU delegates and GSU alternate delegates to PSAC National Convention to be conducted separately therefore providing members to choose to let their name(s) stand for GSU delegate(s) and/or alternate(s) delegate(s) accordingly.

Committee Recommendation: Concurrence

Convention Action: Carried

BE IT RESOLVED that By-Law 14 Section 2 be amended as follows:

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 the National Council. All cheques shall require two signatures one of which should be the National President, except in exceptional circumstances.~~

Rationale: Amendment needed to reflect current practice and reality of electronic transactions.

Committee Recommendation: Concurrence

Convention Action: Carried

B-08-23

TRIENNIAL NATIONAL CONVENTIONS

BE IT RESOLVED By-Law 12, Section 7 be amended as follows:

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, considering the month during which the number of dues-paying members was the highest for each local.

Rationale: This change would align with PSAC and other Components, delegates number will be based on the best month in the last twelve months of the year preceding convention. This will also mitigate the risk of undercounting the number of delegates. Furthermore, delegates number will be known early in the year to facilitate elections at AGM.

Committee Recommendation: Concurrence

Convention Action: Carried

B-09-23

TRIENNIAL NATIONAL CONVENTIONS

BE IT RESOLVED that By-Law 12 Section 10 be amended to:

BY-LAW 12 – TRIENNIAL NATIONAL CONVENTIONS

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.

Rationale: The first change would reflect the current practice regarding the appointment of committee members. The second change would allow flexibility on the location of committee meetings.

Committee Recommendation: Concurrence

Convention Action: Carried

B-12-23

DISCIPLINE

The Committee recommends **concurrence** in Resolution **B-12-23** which reads as follows:

BE IT RESOLVED that By-Law 15 Section 3a) be amended as follows:

BY-LAW 15 – DISCIPLINE

SECTION 3

a) A Local of this Union shall have the authority to ~~remove~~ **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.**

***Rationale:** A Local does not have the authority, as per PSAC Constitution, to remove a Local officer from office. This change would allow compliance with the PSAC Constitution.*

Committee Recommendation: Concurrence

Convention Action: Carried

B-13-23

AMENDMENTS TO BY-LAWS

BE IT RESOLVED that By-Law 17 Section 4 be amended as follows:

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.~~

***Rationale:** This amendment maintains the printout of the By-Laws and adding the requirement of posting the document online. The removal of the timeline allows consideration of the translation and printing delays.*

Committee Recommendation: Concurrence

Convention Action: Carried

Report of the General Committee

The finance committee has not yet completed their deliberations. The Convention Chairperson asked the Co-Chairpersons of the Generals Committee, Linda Harding and Kevin Hanson, as well as the Committee members to come to the front.

Linda introduces the committee members: Kevin Hanson, Steve Colterman, Sheldon Jacobs, Shannon Mayer, Leanne Moss, Suzanne Sirois, Michael Murphy, Sina Agah, Staff Resource - Dominique Barrette

It was indicated that all resolutions will be automatically moved and seconded by the Co-chairpersons Linda Harding and Kevin Hanson on behalf of the Committee.

A copy of their report was provided to the Convention delegates. **(Attached as Appendix 'I')**

G-14-23 MENTAL HEALTH TRAINING FOR ELECTED OFFICERS

WHEREAS union representatives need support to deal with mental health matters particularly dealing with mental health crises; and

WHEREAS PSAC provides mental health resources to support our members at all their functions which recognizes the necessity of having supports to maintain members mental well-being; and

WHEREAS PSAC currently does not provide training for activists relating to mental health or dealing with mental health crises;

BE IT RESOLVED that GSU offer mental health training available to all elected representatives once per cycle.

***Rationale:** Union activists face many challenges when representing members, which can eventually affect their own mental health. The committee feels that this resolution is a good starting point in ensuring better support for the mental well-being of GSU activists. It also offers some flexibility in terms of the kind of training that could be offered and in what format, allowing GSU to work within its yearly budget.*

Committee Recommendation: Concurrence

Convention Action: Carried

G-32-23 GSU MENTORING PROGRAM

WHEREAS Local delegates and officers must acquire their knowledge through the principle of self-training as well as PSAC training, and

WHEREAS the Employer has qualified resources, often at university level, to advise them on labour relations, and

WHEREAS local delegates and officers must negotiate and discuss with this Employer; therefore,

BE IT RESOLVED THAT GSU develop and offer a mentoring program for delegates and Local Officers funded by the existing budget, that is, comprehensive ongoing training in labour relations with the following suggested components: health and safety, staffing, classification, performance management, disability, legislation, understanding the collective agreement, grievances, values and ethics, conflict resolution, and others without limit.

***Rationale:** No specific qualifications are required to become a steward or officer, and members may be reluctant to get involved in the Union as it can be intimidating facing the Employer or dealing with members' questions with little knowledge of the above-mentioned subject areas.*

Committee Recommendation: Concurrence

Convention Action: Carried

G-33-23 STRIKE PAY BENEFIT INCREASE

WHEREAS the last strike pay amounts under Regulation 6.1. a) – c) under the PSAC Constitution was last passed in 2009. This Strike Pay no longer allows for the same financial stability to the members as it once did.

WHEREAS the employer is increasingly becoming more difficult to bargain with, it is imperative that members be able to vote based on the issues existing within the workplace and not be influenced by personal financial circumstances.

WHEREAS inflation (28.66% increase since 2009) has dramatically increased the cost of living over the years, this could negatively influence members into casting a vote based on their current personal finance situation and not the current bargaining issues at hand.

BE IT RESOLVED THAT PSAC increase the daily and weekly strike pay benefit by 35% to keep pace with rising inflation.

Rationale: *The strike pay benefit has not been revised in almost 15 years and does not keep up with the current states of things with inflation and increased cost of living. Increasing the amount of the strike pay benefit would alleviate some of the stress and anxiety associated with a strike and loss of salary for our members.*

Committee Recommendation: Concurrence

Convention Action: Carried

Fourth Report of the Credential Committee

M/S Chris Hobbs / Chantal Umphrey

THAT the report of the Credential Committee be adopted as follows:

114 Accredited Delegates

6 Observers

8 Guests

The Credentials Committee reported 114 accredited delegates present.

MOTION CARRIED.

Report of the Finance Committee (Continued)

The Finance Committee reconvened, presenting a motion to the Convention Delegates. Mélanie Hamel read the following motion as follows:

Finance Committee proposal: - Line item 12.A National President Salary

That the 2023 National President salary be calculated with a 4% increase for Year 1 - 2024. **2023** National President Salary is \$137,700 less the bilingual bonus of \$1,200 = **\$136,500.**

Motion - Year 2024 - Increase **4%** = \$141,960 plus \$1,200 = **\$143,160** Versus

Budget - Year 2024 - \$156,200 plus \$1,200 = **\$157,400**

The committee acknowledges your input and comprehends the concerns you have raised. Nevertheless, following extensive discussions and the approval of the budget, as presented and adopted by the GSU Internal Finance Committee, the GSU National Council, and the GSU Pre-Convention Finance Committee, the Committee advises against the acceptance of the motion in question.

The rationale is as follows:

1. *While preparing this budget, the Finance Committee reviewed and discussed Line Item 12.A – National President Salary in detail; as such, following is a summary of our findings:*
 - A. *The base salary of the National President had not been adjusted for at least 10 years, and an increase of 2% was calculated in each budget cycle, ie. 3 budget cycles, and as per By-Law 8, Section 5 b).*
 - B. *To the committee's knowledge, a review of the GSU National President's salary had not been done since this committee's involvement in 2015. The committee*

deemed it important to establish a base salary, in order to bring it in line with the salaries of other Component National Presidents.

- C. The committee established a new base salary conducive to the Deloitte & Touche Classification System used by the PSAC and all Components for the classification of the positions within their organizations.*
- D. As a result of this analysis, the new base salary of \$156,200 is in line with the Band 13 Top Level of the GSU organization plus \$10K, to align the NP salary within its own organization.*
- E. It was important to the committee to establish this new base salary, which will increase by 2.5% in 2025 and 2026, as presented.*
- F. The next triennial budget cycle will establish the annual increases of Line Item 12.A – National President Salary in the budget but the base should remain the same.*

For greater clarity, the committee can reassure the members that there is no relation to the AEU negotiations. This exercise was to establish a more current base salary for the National President. The percentage increase remains part of the Triennial Budget at every Convention.

M/S Leanne Moss / Christian Smith

To refer the matter of modifying the current salary of the National President back to the committee with instructions to implement a 4% increase. This adjustment is to reflect the same as the membership.

MOTION TO REFER DEFEATED.

Point of Privilege

Kelly emphasized that the delegates had provided the committee with explicit instructions regarding their requests, but the committee returned without acting on those instructions. The delegates determined the salary as per the GSU By-Laws.

The delegates are currently tasked with voting on the Committee's rationale for rejecting the proposal.

M/S Kelly Bush / Leanne Moss

That the vote be conducted by secret ballot.

MOTION CARRIED.

National President clarified that the current vote pertains to maintaining the budget status quo, aligning with the rejection of the Committee's referral.

M/S Robert Gagnon / Kevin Hanson

Call the vote.

MOTION CARRIED.

The Committee's recommendation of non-concurrence - **CARRIED.**

F-04-23

APPROVAL OF GSU TRIENNIAL BUDGET FOR YEARS 2024-2025-2026

The National Council recommends that the attached GSU Triennial Budget for years 2024-2025-2026 be forwarded to the GSU Triennial National Convention as presented.

A.1 GSU Triennial Budget 2024-2025-2026 – Appendix A.1

A.2 Explanatory Notes to the GSU Triennial Budget – Appendix A.2

For information only:

A.3 2021 GSU Audit Report – Appendix A.3

A.4 2022 (Unaudited) GSU Operations – Appendix A.4

A.5 2022 (Unaudited) GSU Financial Position – Appendix A.5

Committee Recommendation: Concurrence

Convention Action: Carried

F-03-23

GSU DELEGATES AT FEDERATIONS OF LABOUR CONVENTIONS

The Committee recommends concurrence in Resolution F-03-23 which reads as follows:

WHEREAS Federations of Labour play a pivotal role in representing, advocating, and protecting the rights of all working people in every Province and Territory; and

WHEREAS Federations of Labour lobby and advocate decision makers for improvements to Labour Law, Public Services, and Social Justice; and

WHEREAS our union supports membership's participation and solidarity within the broader labour movement; and

WHEREAS GSU members are underrepresented at Federation Labour Conventions; and

WHEREAS a significant number of GSU Locals are small with limited funds to fully support a member's attendance at Federation of Labour Conventions;

BE IT RESOLVED that each GSU Local supporting a delegate to attend their respective Federation of Labour Convention, in their Province or Territory, receives a subsidy from GSU in an amount of \$1000.00.

Rationale: It is important for GSU to support the participation of a delegate to attend their respective Federation of Labour Convention.

Committee Recommendation: Concurrence

Convention Action: Carried

Report of the Generals Committee (Continued)

G-02-23

PSAC MENTAL HEALTH SUPPORT STUDY FOR UNION ACTIVISTS

(Which covers G-01-23 and G-13-23)

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 how the Union can better support the mental health for its activists at the start of the 2025-2027 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 2025-2027 cycle.

***Rationale:** Mental health should be a top priority for the Union as it is a major issue among volunteers. This third-party study would equip PSAC with an unbiased view to help capture the current state of affairs and develop appropriate tools and practices to better support all its volunteers.*

Committee Recommendation: Concurrence

Convention Action: Carried

G-23-23

TWO-TIERED PENSION PLAN

WHEREAS pensions and retirement security are important to the PSAC and its members; and

WHEREAS PSAC members are currently subject to a two-tiered pension plan; and

WHEREAS the labour movement should never accept legislated reductions to pensions; and benefits.

BE IT RESOLVED that PSAC lobby the Government of Canada to repeal the changes to the *Public Service Superannuation Act* (PSSA) that raised the minimum unreduced retirement age from age 60 with at least two years of pensionable service (or at age 55 with at least 30 years of service) to age 65 with at least two years of pensionable service (or at age 60 with at least 30 years of service) for anyone hired into the federal public service on or after January 1, 2013.

***Rationale:** The Harper government changed the Public Service Superannuation Act so that anyone hired after January 2013 will have different requirements for retirement which has created a two-tiered system for pensions. A two-tiered pension plan goes against union principles and can be used as a tactic to divide workers within the movement and the PSAC should lead the fight against two-tiered systems.*

Committee Recommendation: Concurrence

Convention Action: Carried

G-10-23

NATIONAL COMMITTEE FEASIBILITY OF A MEN'S GROUP

WHEREAS the population of men in the workplace (Government of Canada) is at 44.10% as of 2021, men have become the minority group in regard to genders.

WHEREAS mental health for men in the workplace has risen to an alarming rate of 55% suffering from moderate to severe depression and 75% of suicides within Canada are committed by men.

WHEREAS men are faced with many challenges in today's workplace and society regarding what masculinity is and what their role is.

BE IT RESOLVED THAT PSAC creates a national committee to investigate if the creation of a Men's group would be beneficial to meet their needs and enable PSAC to be a leader in the evolution of defining masculinity and becoming an integral partner in leading men on how to support equity groups.

Rationale: *The committee supports the call to PSAC to study the possibility of creating a national men's group. The committee recognizes that it can sometimes be difficult for a man to know what role he can play in the fight for inclusion and diversity, especially when groups divided by identities need to find a way to work together within a Union. The committee also recognizes that there is still a great deal of stigma attached to men's mental health. This feasibility study will enable the PSAC to conclude whether a national men's support group could help address these issues.*

M/S Stéphanie Rochon / Mélanie Hamel

Refer back to the Committee to modify the wording. What wording.

MOTION DEFEATED.

M/S Caroline Lafontaine / Brian Bicknell

Refer back to the Committee to change the wording to "masculine group."

MOTION TO REFER DEFEATED.

**The Convention is recessed at 5:00 p.m. until 8:30 am
Wednesday September 27, 2023.**

Wednesday September 27, 2023

A.M. Session

Call to Order

National President called the Convention to order at 8:46 a.m. on Wednesday, September 27, 2023.

Fifth Report of the Credential Committee

M/S Chantal Umphrey / Chris Hobbs

THAT the report of the Credential Committee be adopted as follows:

114 Accredited Delegates
6 Observers
5 Guests

The Credentials Committee reported 114 accredited delegates present.

MOTION CARRIED.

Announcements

- The National President thanked everyone for attending the Convention and acknowledged the ongoing healthy debates with appreciation.
- He took a moment to inform the delegates that all reports, including National President (NP) and National Vice-Presidents (NVP) reports, are available online. These reports were presented at the Convention and do not require ratification.
- National President then extended an invitation to the Ratification Committee for nominations, specifying that they would join the session after the morning break.
- Unfortunately, due to an emergency, guest speaker Magalie Picard, President of the FTQ would not be able to attend as originally scheduled today.
- National President invited the General Resolutions Committee back to the front to continue discussions from yesterday.

Report of the Generals Committee (Continued)

G-10-23

NATIONAL COMMITTEE FEASIBILITY OF A MEN'S GROUP (Continued)

M/S Stéphanie Rochon / Mélanie Hamel

Refer back to the Committee to modify the wording.

MOTION TO REFER DEFEATED.

M/S Caroline Lafontaine / Brian Bicknell

Refer back to the Committee to change the wording to "masculine group".

MOTION TO REFER DEFEATED.

Committee Recommendation: Concurrence

Convention Action: Carried

Point of Privilege

Stéphanie Rochon questioned the reason behind numerous delegates choosing to abstain from voting. In response, National President explained that it is their prerogative to abstain from voting if they choose to do so. She concluded the conversation by expressing her belief that it would be beneficial if more individuals exercised their right to vote and actively participated in the process.

G-16-23

GSU HEALTH, SAFETY & ENVIRONMENT SUMMIT

WHEREAS Health and Safety issues is the cornerstone in which resulted in formation of unions for workers; and

WHEREAS our Environment directly impacts our personal health and safety and many GSU members are OSH committee members or representatives; and

WHEREAS our members regularly experience various Health, Safety and Environmental issues and there are limited opportunities for these issues to be discussed within our existing structures.

BE IT RESOLVED that GSU coordinates a onetime Health, Safety & Environment Summit to educate members on ongoing issues, provide opportunities for these issues to be discussed and support our members who hold OHS committee/representative roles in our workplaces.

BE IT FURTHER RESOLVED that the Summit is funded by surplus funding, held over a 3-day period, with 50 participants. The priority of summit participant selection be forwarded to National Officers, RVPs and members of OHS committees/representatives, ROHS, OHS Policy Committee.

Rationale: Although PSAC does organize a Health & Safety Conference, the participation of GSU members is limited. There is no other forum where GSU officers can have exchanges on health & safety issues and gain a common knowledge on the subject. This one-time summit would be a great opportunity to evaluate if this type of event would be beneficial for GSU as an organization and would offer a great networking opportunity for GSU members with an interest in health & safety in their workplaces.

G-16-23	2024-2026
Total Cost (3-year cycle)	\$ 325,000
Cost per member/per month	\$ 0
Type of Resolution: One-Time Cost	

Committee Recommendation: Concurrence

Convention Action: Carried

Recorded against: Sina Agah and Steve Colterman members of the Committee.

G-30-23

INCREASING MEMBER EDUCATION ALLOWANCES

WHEREAS currently engaging and educating members remain priorities of the PSAC; and

WHEREAS the \$50 per day member education allowance has not been increased for many years; and

WHEREAS increasing the member education allowance will enable more engagement of members attending PSAC education courses in turn strengthening the union through education.

BE IT RESOLVED that the member basic education on a Saturday or Sunday allowance be increased to \$100 per day in which a member who resides within the 40 km and attends education offerings from the regional offices on weekends.

***Rationale:** Education is crucial to ensure the strength of the Union. Often, courses are offered during the weekend, when most of the members are on their personal time. Therefore, members may be reluctant to give up their free time. The committee feels that increasing the amount of the allowance could be a good incentive for members to increase participation and play into the success of our Union.*

Committee Recommendation: Concurrence

Convention Action: Carried

G-15-23A BROADCASTS OF GSU NATIONAL CONFERENCES & CONVENTIONS

WHEREAS GSU is continuously striving to increase engagement and improve access of information for our members, and

WHEREAS technology exists to provide a live broadcast of conventions and conferences, and

WHEREAS travel costs to send observers to conferences and conventions are high and smaller locals are unable to fund their members to attend, and

WHEREAS other unions and governing bodies provide access online to observe conference and convention proceedings,

BE IT RESOLVED that GSU provide live online broadcasts of national conferences and conventions to allow for our members to view convention/conference proceedings virtually.

***Rationale:** The committee feels that broadcasting GSU Conferences and Conventions is a great way to spark interest and increase engagement amongst the membership. It also helps eliminate some of the barriers that smaller locals face in being able to have observers attend these types of events in person.*

G-15-23	2024-2026
Total Cost (3-year cycle)	\$ 36,000
Cost per member/per month	\$ 0
Type of Resolution: Ongoing Cost	

Committee Recommendation: Concurrence

Convention Action: Carried

G-05-23A

**PSAC FIND YOUR UNION CONTACT WEBSITE
IMPROVEMENT**

WHEREAS communication with members is essential to facilitate effective labour action

WHEREAS locals are critical to good membership engagement

WHEREAS members may not know which local they belong too

WHEREAS the PSAC is a natural first contact for many members

BE IT RESOLVED that PSAC will improve its "Find your union contact" page.

***Rationale:** To increase membership engagement and organization, the PSAC must ensure that the tools made available to members work and are effective. At present, not only is it difficult to locate the "Find your union contact" webpage, but the search tool contains numerous errors and is not up to date. This increases confusion and creates more frustration for members and elected officers.*

Committee Recommendation: Concurrence

Convention Action: Carried

G-17-23

LOCAL TO LOCAL MENTORSHIP AND SUPPORT

WHEREAS some locals are suffering due to capacities with local membership and/or membership engagement and currently locals have sought support from activists from other locals when necessary for assistance; and

WHEREAS some local activists come from smaller locals with very limited issues, seek opportunities to learn, excited to further develop their activism skills and are willing to provide assistance to locals as necessary, and

WHEREAS mentorship and putting skills into practice strengthens activists' skills and builds their confidence to better represent the members.

BE IT RESOLVED that at the discretion of local and/or a local's governance structure activists from other locals can provide assistance to aid in the support of a local to fulfill their responsibilities and/or support activists participation within the union.

***Rationale:** The committee believes that this resolution is exactly what Unions are about: solidarity. This initiative would enable those who want to learn and gain more experience to do so, and the opportunity to build relationships with other activists across the country would continue.*

Committee Recommendation: Concurrence

Convention Action: Carried

G-19-23**BROADCASTS OF REGIONAL CONFERENCES & CONVENTIONS**

WHEREAS PSAC is continuously striving to increase engagement and improve access of information for our members, and

WHEREAS technology exists to provide secured live broadcasts of conventions and conferences and PSAC has successfully held conventions and conferences virtually, and

WHEREAS travel costs to send observers to conferences and conventions are high and smaller locals are unable to fund their members to attend, and

WHEREAS other unions and governing bodies provide access online to observe conference and convention proceedings.

BE IT RESOLVED that PSAC provide secure online broadcasts of regional conferences and conventions to allow for our members to view convention/conference proceedings.

BE IT FURTHER RESOLVED that at the request of the chair, member or presenter the broadcast can go offline or “in camera.”

***Rationale:** Broadcasting PSAC Regional Conferences and Conventions is a great way to spark interest and increase engagement amongst the membership. It also helps eliminate some of the barriers that smaller locals face in being able to have observers attend these types of events in person.*

Committee Recommendation: Concurrence

Convention Action: Carried

G-22-23**A GREEN NEW DEAL**

WHEREAS the Intergovernmental Panel on Climate Change (IPCC) reported in 2018 that global human civilization must achieve complete carbon neutrality by 2030 to stave off runaway climate breakdown; and

WHEREAS the proven consequences of climate breakdown threatens the lives and livelihoods of workers, especially young workers, and their families; and

WHEREAS the IPCC has reported that a complete economic reorganization along the lines of a Green New Deal is required to meet the above target.

BE IT RESOLVED that PSAC shall lobby the Government of Canada to adopt legislation and policy conforming to the concept of a Green New Deal, with a focus on a just transition for workers employed in carbon-intensive industries.

BE IT FURTHER RESOLVED that PSAC shall organize and mobilize with other labour unions to support the aforesaid lobbying.

***Rationale:** Climate change is real and environmental issues have a direct impact on the health and safety of workers. PSAC has to lead the fight against climate change and put pressure on the government so future generations don't have to suffer the consequences of the current climate crisis.*

Point of Privilege

Mélanie Hamel requested that the French version be changed from “ Une nouvelle donne verte ‘to’ “Un nouveau pacte vert.”

National President called a standing vote to change the French wording.

MOTION CARRIED. The French title will be changed to “Un nouveau pacte vert” prior to sending to PSAC.

Committee Recommendation: Concurrence

Convention Action: Carried

G-27-23

PART-TIME SCHOLARSHIP

WHEREAS the existing scholarship funding provided by PSAC is an investment in the success and engagement of our membership; and

WHEREAS the current PSAC scholarships allocate more opportunities for full-time student applicants; and

WHEREAS the union benefits from recognizing the role of part-time studies in advancing the career and personal objectives of members.

BE IT RESOLVED THAT PSAC create three (3) \$1,000 annual scholarships for part-time studies (Certificates, Diplomas, and University Degrees, etc) available to members who are working while studying, this fund be managed by the AEC.

Rationale: *The committee supports this resolution as it would increase the part-time studies scholarship for our members from two scholarships to five. Studying while working is not easy and increasing the number of scholarships to five would allow more members to benefit from this funding.*

Committee Recommendation: Concurrence

Convention Action: Carried

G-24-23

NATIONAL YOUNG WORKER COMMITTEE

WHEREAS union succession is a shared priority for all PSAC regions; and

WHEREAS PSAC recognizes the need to invest in our young worker leadership development; and

WHEREAS a national young workers' committee, funded by PSAC and supported by the Alliance Executive Committee (AEC), would better equip PSAC to accomplish these goals.

BE IT RESOLVED that a PSAC National Young Workers' Committee (NYWC), funded by the PSAC and supported by the AEC, be established and comprised of one (1) young worker representative elected from each of the PSAC regional conventions for the duration of their term; and

BE IT FURTHER RESOLVED that all locals be encouraged to participate in the Young Workers' Committee (YWC) networks of their respective regions; and

BE IT FURTHER RESOLVED that the PSAC NYWC report back to the REVP(s) who hold the young worker portfolio.

Rationale: The committee recommends concurrence due to the recognition that there are Young Workers' representatives on each Regional Council across the country and that the creation of a national committee would act as the connecting link between all regions. A national committee would also allow for the young workers to be constitutionally recognized and get funding to develop initiatives to engage with other young workers.

Committee Recommendation: Concurrence

Convention Action: Carried

G-28-23

**YOUNG WORKER DELEGATE AT THE TRIENNIAL PSAC
REGIONAL CONVENTIONS**

WHEREAS under our current delegate entitlement for the Triennial PSAC Regional Conventions, only one young worker delegate is selected from each Young Workers Committee in the region; and

WHEREAS union succession should be a priority for all PSAC regions, and

WHEREAS PSAC Regional Convention is a governing body of our union to address issues and implement improvements to our organizational structure and policies; and

WHEREAS PSAC should recognize the need to invest in our young worker leadership development and the necessity to include them in the decisions that govern our union.

BE IT RESOLVED that the formula for fully funded conventions be modified to include two young workers from each Young Workers Committee in the region; and

BE IT FURTHER RESOLVED that Section 16 sub section (6), (g) of the PSAC Constitution be amended as follows:

“Each Regional Young Workers Committee shall be entitled to elect (2) delegates;”.

Rationale: Union succession and the development of young leaders should be a priority for PSAC. PSAC has been organizing a growing group of young workers across the country and an increase in delegate entitlements would secure the presence of the growing number of young leaders at regional conventions.

Committee Recommendation: Concurrence

Convention Action: Carried

Sixth Report of Credentials Committee

THAT the report of the Credential Committee be adopted as follows:

114 Accredited Delegates

6 Observers

4 Guests

The Credentials Committee reported 114 accredited delegates present.

MOTION CARRIED.

National President informed the delegates that Josée Mongeau and Aly Haidara serve as nomination committee. Together with David Girard technical advisor they have reviewed six (6) nominations and revealed the delegates who are running for the following positions:

M/S Troy MacDonnell / Nicole Rousseau

National President: Bruce Roy

M/S Monica Martin / Janice Schauer

National President: Christian Smith

M/S Joel Kowerko / Shawn Hunter

National Vice-President: Martine Babcook

M/S Monica Martin / Azra Jusuf

National Vice-President: Steve Colterman

M/S Kelly Bush / Azra Jusuf

National Vice-President, Equity: Sarah Bolger

M/S Martine Babcook / Mélanie Hamel

National Vice-President, Equity, William Tait

The nominations Committee thanked David Girard technical advisor throughout the process.

Guest Speaker – Mark Brunell

Mark Brunell, a GSU Life Member and former GSU National President, stepped in as a last-minute guest speaker in place of Magalie Picard, President of the FTQ who was unable to attend. He began by recognizing the new faces at the Convention, highlighting that this marked the first in-person gathering since the Covid pandemic.

Addressing the delegates, he emphasized the importance of understanding the process of Convention's role in decision-making and understanding the By-laws, especially for the many new delegates present. Mark reminded delegates that the primary focus of the Convention should be on representing the members and encouraged locals to submit resolutions.

Reflecting on the success of the PSAC strike, he acknowledged its accomplishments and noted its role in attracting a new wave of union members, particularly among younger workers. He emphasized that the strike not only achieved its objectives but also increased members' engagement within the union.

Report of the Generals Committee (Continued)

G-31-23

GSU NATIONAL CONFERENCE OF WOMEN ~~AND PERSONS IDENTIFYING AS WOMEN~~

WHEREAS women represent 60% of the membership and it is essential that they be involved in the Union and have a forum to address the specific issues and questions that affect them, and

WHEREAS many labour organizations have women's committees, including PSAC and Area Councils, and elect women's representatives to ensure that their voices are heard, and

WHEREAS within our current structure of financial commitments, no funds are provided for the convening of a national conference of women ~~and persons identifying as women~~; therefore,

BE IT RESOLVED THAT GSU, starting with the next triennial cycle, organize a 2.5-day triennial national conference of women ~~and persons identifying as such~~, and fund two (2) delegates per Local, with the aim of creating networks to find solutions to integrate some of the challenges they face.

Rationale: Although such conferences exist within PSAC, the participation of GSU members is limited. The committee feels that a GSU Women's Conference would benefit the organization as more GSU members would have the space to discuss current issues affecting women and give direction to GSU. The committee also recognizes some women's opinions as listed within the PSAC Gender Equity Task Force recommendation to create a space for women to come together.

G-31-23	2024-2026
Total Cost (3-year cycle)	\$ 315,000
Cost per member/per month	\$ 0.76
Type of Resolution: Ongoing cost	

This resolution would result in dues increase of \$0.76 per month per member.

M/S Jade Conrad / Sarah Bolger

MOTION to refer back to the committee:

Remove language about "persons identifying as women" both in the title and in the be it resolved. Women are women, there is no distinction between the two. This language is transphobic;

MOTION CARRIED

The committee discussed and is unanimous in removing the language "identifying as women"

MOTION CARRIED.

M/S Chris Hobbs / Mélanie Hamel

To refer to the Finance Committee with the directive to utilize unreserved funds in lieu of raising dues.

MOTION originally accepted by delegates; however, a Point of Privilege is brought up to the delegates.

Kelly Bush pointed out that these modifications alter the original intent of the resolution. Referrals that deviate from the stated intent are considered non-compliant; hence, the referral is deemed out of order.

MOTION TO REFER IS DEFEATED. (49 in favour /45 against)

Numerous delegates advocated on behalf of their members expressing that they are against dues increase.

M/S Mélanie Hamel / Martine Babcook

To refer back to the Committee, proposing the utilization of unreserved funds in lieu of any member dues increase.

MOTION CARRIED.

G-12-23**EQUITY REPRESENTATION ON CONVENTION COMMITTEES**

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

WHEREAS GSU wants to create space to ensure equity group members are included in the decisions made; and

WHEREAS GSU currently includes an equity group member where possible on all standing committees.

BE IT RESOLVED that each GSU Convention Committee includes an equity member representative wherever possible.

***Rationale:** By having equity seeking groups on convention committees, it will ensure there is a diverse representation of members on the committee to reflect the diversity of the members and of this Union.*

Committee Recommendation: Concurrence

Convention Action: Carried

G-21-23**DELEGATES TO FEDERATION OF LABOUR CONVENTIONS (NATIONAL)**

WHEREAS PSAC does not currently fund delegates to attend the Federation of Labour Convention in their respective regions with the exception of elected representatives to the Federations of Labour; and

WHEREAS PSAC supports involvement in the broader labour movement; and

WHEREAS Many PSAC locals are in possession of credentials to Federation of Labour conventions that go unused and could therefore be offered to the interested members of an Area Council; and

WHEREAS PSAC has been encouraging more involvement by our members within the Federations of the Labour and to be more politically active.

BE IT RESOLVED that PSAC provide funding for one (1) member of each active Area Council to attend their respective Federation of Labour Convention(s) in the province in which the Area Council is constituted.

***Rationale:** The committee supports this resolution. These Conventions give opportunities to network and build solidarity with like-minded groups. Decisions made at these Conventions also have an impact on PSAC, therefore allocating funding to PSAC members for this event would ensure participation and only benefit the Union.*

Committee Recommendation: Concurrence

Convention Action: Carried

P.M Session

Seventh Report of Credentials Committee

THAT the report of the Credential Committee be adopted as follows:

114 Accredited Delegates

6 Observers

8 Guests

MOTION CARRIED.

The Credentials Committee reported 114 accredited delegates present.

Guest Speaker – Larry Rousseau

Larry Rousseau was elected as CLC Executive Vice-President at the CLC's 28th Constitutional Convention in May 2017. Previously, he served as the Regional Executive Vice-President of the Public Service Alliance of Canada's National Capital Region, and as the Regional Vice-President of PSAC's Union of National Employees.

Larry's first experience in the labour movement (and his most meaningful in his opinion) was when he was hired as a filing and stockroom clerk in the mail room of the Canadian Labour Congress at the age of 18. Shortly thereafter, he was elected shop steward for the Office and Professional Employees International Union Local 225 (now COPE).

Larry has a long history of trade union and political activism, particularly on issues like labour relations, health and safety, human rights, and equity. His involvement in the LGBTQ2SI, anti-racism and peace movements has been an integral part of his engagement and commitment to social justice.

The National President invited the Finance Committee back to the front to deal with the non-concurrent resolutions.

Finance Committee

F-01-23

FINANCES FOR MISCELLANEOUS EXPENSES FOR NATIONAL COUNCIL MEMBERS

WHEREAS we agree with the intent of the bylaw to ensure officers of the national council are not out of pocket for expenses incurred during union business;

WHEREAS GSU should demonstrate exemplary financial accountability;

WHEREAS the internet allowance was given during the pandemic when everyone had to work from home;

WHEREAS members have returned to the workplace delegitimizing the need for internet allowance.

BE IT RESOLVED that Regulation 4 Section 9b)ii Officers of the National Council who are on a memorandum of understanding shall receive a Cell Phone allowance of \$100.00 per month, payable quarterly at the end of March, June, September, and December of every year (\$1,200 annually). An expense claim must be completed with all monthly receipts from your cell provider, at least once per calendar year.

Rationale: *The committee recommends non-concurrence as Regulation 4 Section 9b)ii (Policy 4.2) was always intended to provide cell and internet services to National Council members as tools to conduct union business. The budget line items 3.D and 4.C were implemented pre-pandemic and for all National Council members.*

Committee Recommendation: Non-Concurrence

Convention Action: Carried

F-02-23

GSU POLICY 9 - INCREASE AMOUNT

WHEREAS to increase GSU representation we need to ensure our members can attend, no matter the geographic discrepancies; and

WHEREAS with rising costs of inflation, which has increased the costs of travel; and

WHEREAS locals do not automatically receive this funding as it must be requested and increasing the amount will provide further support to small locals to support their members' attendance at various conferences and conventions.

BE IT RESOLVED the amount of subsidy available to locals in Policy 9 - Section 1 be increased to \$1000.

***Rationale:** The resolution lacks clarity regarding the increase in the amount of \$1,000.*

Committee Recommendation: Non-Concurrence

Convention Action: Defeated

Eighth Report of Credentials Committee

THAT the report of the Credential Committee be adopted as follows:

114 Accredited Delegates

6 Observers

8 Guests

The Credentials Committee reported 114 accredited delegates present.

MOTION CARRIED.

F-02-23: GSU POLICY 9 - INCREASE AMOUNT (Continued)

After the break, the discussions continue regarding motion F-02-23. Many delegates question as to where would the extra funds come from? The intent of the motion is for all locals, big or small to have the ability to send members. The committee reiterates that the amount is per cycle and would remain the same every year. Wealthier locals would not make the request for these funds as they don't necessarily need the money. The goal is to offer support to all locals. After a healthy debate there is a motion to call the question.

M/S Marc Robidoux / Marie-Josée Lapointe

Call the vote.

MOTION CARRIED AS AMENDED.

F-02-23 amended.

POLICY 9 –CONFERENCES & CONVENTIONS LOCAL SUBSIDIES

SECTION 1 – CONFERENCES &CONVENTIONS LOCAL SUBSIDY

The Union will provide a subsidy of up to \$1,000 per Local per conference or Convention, to a maximum of four subsidies per Convention cycle, to assist Locals in sending Delegates or Observers to PSAC, CLC and other Federation of Labour Conferences or Conventions.

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.

**The Convention is recessed at 5:00 p.m. until 8:30 am
Thursday September 28, 2023.**

Thursday September 28, 2023

A.M. Session

Call to Order

National President called the 9th GSU Triennial National Convention to order at 8:46 a.m. on Thursday September 28, 2023.

Ninth Report of Credentials Committee

THAT the report of the Credential Committee be adopted as follows:

114 Accredited Delegates
6 Observers
12 Guests

The Credentials Committee reported 114 accredited delegates present.

MOTION CARRIED.

PSAC National President, Chris Aylward assumed the chair and explained the election process. There are four (4) national positions that need to be filled:

1. National President
2. National Vice-President – Equity
3. Two (2) National Vice-Presidents

Following this, Dave's tech team conducted a trial vote to ensure that everyone understood the process.

PSAC National President Chris Aylward thanked the Nominations Committee and requested a final report from the Credentials Committee.

Tenth Report of Credentials Committee

THAT the report of the Credential Committee be adopted as follows:

115 Accredited Delegates
6 Observers
8 Guests

The Credentials Committee reported 115 accredited delegates present.

MOTION CARRIED.

Election of the National President

The Nominations Committee reported that the following nominations for the office of the National President had been received:

Bruce Roy nominated by Troy MacDonnell and seconded by Nicole Rousseau.
Christian Smith nominated by Monica Martin and seconded by Janice Schauer.

No other nominations were received from the floor of the Convention.

The candidates were then invited to speak. Following their presentations, delegates were asked to vote.

Results of the Elections for National President

Number of ballots cast: 112

Number of ballots spoiled: 0

Majority needed: 57

Number of votes received:

Name	Ballot
Bruce Roy	89
Christian Smith	23

Chris Aylward declared Bruce Roy as GSU National President.

Point of Privilege

Bruce Roy thanked everyone involved for their hard work and dedication for a successful campaign. Additionally, he extended his appreciation to the delegates for their support.

Election of the National Vice-President - Equity

The Nominations Committee reported that the following nominations for the position of the National Vice-President, Equity had been received:

Sarah Bolger nominated by Kelly Bush and seconded by Azra Jusuf.

William Tait nominated by Martine Babcook and seconded by Mélanie Hamel.

No other nominations were received from the floor of the Convention.

Results of the Elections for National Vice-President - Equity

Number of ballots cast: 110

Number of ballots spoiled: 2

Majority needed: 56

Number of votes received:

Name	Ballot
Sarah Bolger	50
William Tait	60

Chris Aylward declared William Tait as GSU National Vice-President - Equity. He thanked everyone for their votes and support.

Election of the National Vice-Presidents (Two positions)

The Nominations Committee reported that the following nominations for the office of the National Vice-Presidents had been received:

Martine Babcook nominated by Joel Kowerko and seconded by Shawn Hunter.

Steve Colterman nominated by Monica Martin and seconded by Janice Schauer.

The following nomination was received from the floor of the Convention.

Christian Smith nominated by Leanne Moss and seconded by Kevin Jadayel

Results of the First election for National Vice-Presidents

Number of ballots cast: 113
Number of ballots spoiled: 0
Majority needed: 57

Number of votes received:

Name	1st Election
Martine Babcook	66
Steve Colterman	25
Christian Smith	22

Chris Aylward declared Martine Babcook as GSU National Vice-President. She thanked the delegates for their support.

Results of the second election for National Vice-Presidents

Number of ballots cast: 112
Number of ballots spoiled: 0
Majority needed: 57
Number of votes received:

Name	2nd Election
Steve Colterman	70
Christian Smith	42

Chris Aylward declared Steve Colterman as GSU National Vice-President. He thanked the delegates for their support and stated he is looking forward to working with everyone.

Election for the Regional Vice-Presidents

Chris Aylward informed the delegates that the next order of business would be the commencement of regional elections. The designated Election Chairpersons are as follows:

National Capital Region: Chris Aylward
Atlantic Region: Mark Brunell
Quebec Region: Matthieu Allard
Ontario Region: Neola Sanders
Western Region: Dominique Barrette
Pacific Region: Randy Howard
Royal Canadian Mint: David Girard

Results of Elections for Regional Vice-Presidents

***Elected to attend the 2024 PSAC Convention**

RVP Atlantic Region Sarah Bolger– Nfld & Labrador *Troy MacDonnell – NB, PEI Anthony Drozdowski – Nova Scotia	Alternates RVP Atlantic Region Liam Kieleley Darren Smith Denis Leblanc
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RVP Quebec Region Vacant – West *Mélanie Hamel – East	Alternates RVP Quebec Region Stéphanie Rochon
RVP Ontario Region *Azra Jusuf	Alternate RVP Ontario Region Liliana Manolache
RVP National Capital Region Lyne Michaud Paul Paquette Jean-Michel Riel *Ian Leblanc	Alternates RVP NCR Region Sina Agah Suzanne Sirois Nicole Rousseau Christian Smith
RVP Western Region Sheldon Jacobs *Chantal Umphrey	Alternates RVP Western Region Simon Pazdor Caroline Manyk
RVP Pacific Region Andrea Lima – Lower British Columbia Mainland and Vancouver *Reni Stein – Vancouver Island, the remainder of British Columbia and the Yukon Territories	Alternates RVP Pacific Region Joe Walsh Shannon Whitney
Regional Vice-President, Royal Canadian Mint *Jason Lapointe – RCM Ottawa and Winnipeg	Alternate Regional Vice-President, Royal Canadian Mint Andrew Greenaway

Election of GSU Delegates to the PSAC National Triennial Convention

GSU delegates to the PSAC Convention:

- The Component President is automatically a PSAC convention delegate as a member of the PSAC National Board of Directors. This is in addition to the number of delegates each Component is entitled to send.
- Two National Vice-Presidents and Equity Officer shall be automatic GSU delegates to the PSAC National Triennial Convention.
- Seven Regional Vice-Presidents to be elected from Regional Caucuses.
- Six delegates were elected from the plenary floor of the Convention.
- Alternate delegates shall be the delegates with the next highest number of votes received.

The following delegates were nominated as GSU Delegates from the plenary floor to the PSAC National Triennial Convention in 2024.

Kelly Bush nominated by Jade Conrad and seconded by Azra Jusuf.

Andrea Lima nominated by Linda Harding and seconded by Joe Walsh

Gerry Finnigan nominated by Matthew Fields and seconded by Leanne Moss

Christopher Hobbs	nominated by John Hickey and seconded by Shawn Hunter
Sheldon Jacobs	nominated by Martine Babcook and seconded by Mélanie Hamel
Ian Leblanc	nominated by Sina Agah and seconded by Sonia Sangiorgi
Jade Conrad	nominated by Suzanne Sirois and seconded by Alex Anderson
Stéphanie Rochon	nominated by Mélanie Hamel and seconded by Martine Babcook
Sarah Bolger	nominated by Gerry Finnigan and seconded by Troy MacDonnell
Debbie Lewis	nominated by Darren Smith and seconded by Kelly Velazquez
Christian Smith	nominated by Kevin Jadayel and seconded by Jean-Michel Riel
Greg Warne	nominated by Steve Colterman and seconded by Kevin Hanson
Liliana Manolache	nominated by Azra Jusuf and seconded by Heather Michaud
Sina Agah	nominated by Ian Leblanc and seconded by Lyne Michaud
Darren Smith	nominated by Kalon Harding and seconded by Mark Dedam
Josée Mongeau	nominated by Stéphanie Rochon and seconded by Mélanie Hamel
Rick Gabbey	nominated by Michael Murphy and seconded by Marc-André Guignard
Paul Paquette	nominated by Jean-Michel Riel and seconded by Kevin Jadayel
Leanne Moss	nominated by Sarah Bolger and seconded by Gerry Finnigan
Marie-Josée Lapointe	nominated by Stéphanie Rochon and seconded by Mélanie Hamel
Nicole Rousseau	nominated by Leanne Moss and seconded by Mélanie Hamel
Belkacem Mahdoume	nominated by Stéphanie Rochon and seconded by Mélanie Hamel
Marc Robidoux	nominated by Stéphanie Rochon and seconded by Mélanie Hamel
Marc-André Guignard	nominated by Rick Gabbey and seconded by Leanne Moss

Results

Name	1st Ballot	Delegate #	2nd Ballot run-off
Nicole Rousseau	98	1	
Sarah Bolger	86	2	
Christian Smith	84	3	
Stéphanie Rochon	82	4	
Jade Conrad	81	5	58
Andrea Lima	81	6	46
Gerry Finnigan	78	7	
Sheldon Jacobs	78	8	

Kelly Bush	76	9	
Christopher Hobbs	73	10	
Paul Paquette	71	11	
Josée Mongeau	70	12	
Leanne Moss	69	13	
Irene Georgieva	67	14	
Sina Agah	66	15	
Ian Leblanc	63		
Darren Smith	50		
Marie-Josée Lapointe	49		
Debbie Lewis	44		
Marc Robidoux	44		
Marc-André Guignard	42		
Greg Warne	36		
Liliana Manolache	30		
Rick Gabey	29		
Belkacem Mahdoume	28		

Chris Aylward had a runoff to establish delegates 5 & 6.

Point of Privilege

Due to a tie vote, Sheldon extended an offer for the seventh position to Gerry Finnigan and assumed the eighth position. Subsequently, Chris Aylward declared that GSU's 15 delegates would attend the PSAC 2024 Convention.

Election for GSU Alternate Delegates to the PSAC National Triennial Convention in 2024

The following delegates were nominated as GSU Alternate Delegates from the plenary floor.

Joe Walsh	nominated by Andrea Lima and seconded by Reni Stein
John Hickey	nominated by Christopher Hobbs and seconded by Shawn Hunter
Liliana Manolache	nominated by Azra Jusuf and seconded by Kelly Bush
Alex Anderson	nominated by Suzanne Sirois and seconded by Benoit Gagnon
Simon Pierre Njock-Bok	nominated by Ali Haidara and seconded by William Tait
Joel Kowerko	nominated by Christopher Hobbs and seconded by Shawn Hunter
Lindsay Petkau	nominated by Marie Martin-Robichaud and seconded by Delaney Wright
Sheba Azzan	nominated by Lyne Michaud and seconded by Brian Bicknell
Darren Smith	nominated by Gerry Finnigan and seconded by Sarah Bolger
Michael Murphy	nominated by Sarah Bolger and seconded by Gerry Finnigan
Candace Smith	nominated by Ginaud Doiron and seconded by Céline Jean
Kalon Harding	nominated by Troy MacDonnell and seconded by Mark Dedam
Greg Warne	nominated by Steve Colterman and seconded by Christian Smith
Caroline Manyk	nominated by Chantal Umphrey and seconded by Sheldon Jacobs

Simon Pazdor	nominated by Sheldon Jacobs and seconded by Chantal Umphrey
Marie-Josée Lapointe	nominated by Stéphanie Rochon and seconded by Mélanie Hamel
Ian Leblanc	nominated by Sina Agah and seconded by Robert Gagnon
Michelle Boustead	nominated by Ian Leblanc and seconded by Robert Gagnon
Marc-André Guignard	nominated by Leanne Moss and seconded by Nicole Rousseau
Marc Robidoux	nominated by Mélanie Hamel and seconded by Stéphanie Rochon
Belkacem Mahdoume	nominated by Mélanie Hamel and seconded by Stéphanie Rochon
Marie-Hélène Cloutier	nominated by Stéphanie Rochon and seconded by Mélanie Hamel

Results

Name	1st Ballot	Delegate #	2 nd Ballot run-off
Ian Leblanc	76	1	
Marie-Hélène Cloutier	75	2	
Simon Pazdor	74	3	
Joe Walsh	73	4	50
Marc Robidoux	73	5	41
Darren Smith	71	6	40
Marie-Josée Lapointe	71	7	34
John Hickey	71	8	20
Caroline Manyk	70	9	50
Candace Smith	70	10	43
Marc-André Guignard	69	11	
Liliana Manolache	68	12	
Sheba Azzan	67	13	
Michael Murphy	66	14	
Joel Kowerko	64	15	52
Lindsay Petkau	64		40
Kalon Harding	61		
Greg Warne	61		
Michelle Boustead	61		
Alex Anderson	59		
Belkacem Mahdoume	59		
Simon Pierre Njock-Bot	47		

Chris Aylward had two run offs to establish the order of the delegates.

Chris Aylward then declared GSU's 15 alternate delegates to attend the PSAC 2024 Convention

Oath of Office

Chris Aylward administered the Oath of Office to the newly elected officers. National President then resumed the chair, and he thanked Chris Aylward for conducting the elections.

Closing Remarks

National President extended an invitation to Elder Barb Grant, inviting her back to the floor to officially close the Convention. During this concluding session, he made announcements. Firstly, he shared that GSU's National Council would convene briefly after the Convention in the Le Breton room. Following the announcements, Bruce Roy delivered his closing remarks, expressing gratitude to the delegates for their dedicated work throughout the week. He specifically thanked the interpreters, Encore team, Delta staff, and GSU staff for their contributions. To conclude his address, National President asked all staff members to stand and be acknowledged.

Adjournment of Convention

The Convention adjourned at 3:19 p.m.

Appendix 'A' – Delegates / Observers

GSU 9th Triennial Convention 2023 /9ième Congrès Triennal du SSG 2023

List of Participants / Liste des participantes et participants

National Council / Conseil national

Bruce Roy	National President / Président national
Martine Babcook	National Vice-President / Vice-présidente nationale
Kelly Bush	National Vice-President, Equity / Vice-présidente nationale - Équité
Kevin Hanson	National Vice-President / Vice-président national
Steve Colterman	Regional Vice-President, National Capital Region / Vice-président régional Région de la capitale nationale
Anthony Drozdowski	Regional Vice-President, Nova Scotia / Vice-président régional, Nouvelle-Écosse
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City / Vice-présidente régionale Québec incluant ville de Québec
Linda Harding	Regional Vice-President, Vancouver, and Lower Mainland / Vice-présidente régionale, Vancouver et les basses-terres
Sheldon Jacobs	Regional Vice-President, Saskatchewan, and Manitoba / Vice-président régional, Saskatchewan et Manitoba
Azra Jusuf	Regional Vice-President, Ontario Region, excluding the National Capital Region / Vice-présidente régionale, Ontario excluant la capitale nationale
Mike LeBlanc	Regional Vice-President, New Brunswick, and Prince Edward Island / Vice-président régional, Nouveau-Brunswick et île du Prince Édouard
Leanne Moss	Regional Vice-President, Newfoundland, and Labrador / Vice-présidente régionale, Terre-Neuve et Labrador
Paul Paquette	Regional Vice-President, National Capital Region / Vice-président régional, Région de la capitale nationale
Heather Rawlins	Regional Vice-President, Alberta, Nunavut, and the Northwest Territories / Vice-présidente régionale, Alberta, Nunavut et les Territoires du Nord-Ouest
Nicole Rousseau	Regional Vice-President, National Capital Region / Vice-présidente régionale, Région de la capitale nationale
Reni Stein	Regional Vice-President, Vancouver Island, remainder of British Columbia and the Yukon Territories / Vice-présidente régionale, Île de Vancouver, le reste de la Colombie-Britannique et les Territoires du Yukon
William Tait	Regional Vice-President, National Capital Region / Vice-président régional, Région de la capitale nationale

Delegates at Convention / Déléguées et Délégués au congrès

Lani Adatan	Local 50002	Roger Buisson	Local 50057
Sina Agah	Local 70013	Mary Carr-Chiasson	Local 90031
Alex Anderson	Local 70017	Virgil Chin	Local 70013
Rachel Andrusek	Local 70013	Marie-Hélène Cloutier	Local 10011
Sheba Azzan	Local 70013	Jade Conrad	Local 70017
Brian Bicknell	Local 70013	Janelle DeCastro	Local 70055
Sarah Irene Bolger	Local 90011	Mark Dedam	Local 60011
Achill Bonso-Kahou	Local 70017	Wright Delaney	Local 60011
Roch Beuparlant	Local 70013	Ginaud Doiron	Local 60018
Michelle Boustead	Local 70055	Sandra Domanico	Local 70017
Darryl Branch	Local 60011	Josée Dupont	Local 70017
Vincent Brassard	Local 70013	Matthew Fields	Local 60018

Gerry Finnigan	Local 60018	Heather Michaud	Local 00027
Rick Gabey	Local 60009	Lyne Michaud	Local 70013
Sonia Gagné	Local 10060	Josée Mongeau	Local 10161
Benoit Gagnon	Local 70017	Brad Montgomery	Local 70017
Robert Gagnon	Local 70055	Marc Mousseau	Local 70013
Julien Gagnon-Crabtree	Local 70019	Aron Mrugalski	Local 70013
Irene Georgieva	Local 70013	Grace Mulligan	Local 70013
Jessika Glazier	Local 30001	Kris Munden	Local 70019
Jennifer Gratton	Local 70019	Michael Murphy	Local 90031
Benjamin Gronfors	Local 70013	Simon Pierre Njock-Bot	Local 70013
Marc-Andre Guignard	Local 60009	Samantha Parlour	Local 70055
Aly Haidara	Local 60009	Simon Pazdor	Local 50002
Kalon Harding	Local 60011	Lindsay Petkau	Local 60011
John Ryan Hickey	Local 70024	Kara Pliwischkies	Local 70013
Chris Hobbs	Local 70024	Jessica Portelli-Ward	Local 70013
Shawn Hunter	Local 50058	Jean-Michel Riel	Local 70020
Kevin Jadayel	Local 70019	Marc Robidoux	Local 10060
Celine Jean	Local 60018	Stéphanie Rochon	Local 10011
Yaroslav Kievsky	Local 70013	Grant Russell	Local 70020
Joel Kowerko	Local 50057	Pinar Sahin-Canturk	Local 70017
Pierre Labelle	Local 70017	Sonia Sangiorgi	Local 70055
Carolyn Lafontaine	Local 70013	Sophie Savard	Local 70019
Marie-Josée Lapointe	Local 10060	Janice Schauer	Local 70019
Kasey Larson	Local 70013	Suzanne Sirois	Local 70017
Benoit Laurin	Local 70055	Candace Smith	Local 60018
Jean-Luc Lavallee	Local 70024	Christian Smith	Local 70019
Denis Leblanc	Local 80052	Darren Smith	Local 60011
Ian Leblanc	Local 70055	Jean-Marc Sorrell	Local 70017
Debbie Lewis	Local 60018	Paul Sutton	Local 80052
Andrea Lima	Local 20008	Chantal Umphrey	Local 30141
Troy Mac Donnell	Local 60011	Kelly Velazquez	Local 60018
Belkacem Mahdoume	Local 10161	Jennifer Wagnell	Local 00027
Lillian Manolache	Local 00027	Joe Walsh	Local 20001
Caroline Manyk	Local 30001	Christopher Waltenbury	Local 70013
Monica Martin	Local 70019	Greg Warne	Local 70019
Marie Martin-Robichaud	Local 60011	Shannon Whitney	Local 20008
Shannon Mayer	Local 40007	Paquerette Wyder	Local 70019
John Mesnic	Local 70019		

Observers /Observatrices et Observateurs

Pascale Charest	Local 10060
Emmanuel Conduah	Local 70055
Omar Ghandour	Local 70055
Darryl (Bud) Grant	Local 50057
Chris Henderson	Local 90031
Danny Renaud	Local 10011

Appendix ‘B’ – Ratification of Appointments to Convention Committees

Finance Convention Committee		
Chair	Martine Babcook	National Vice-President
Co-Chair	Mélanie Hamel	Regional Vice-President, Quebec
Members	Sonia Gagné Azra Jusuf Mike LeBlanc Monica Martin Paul Paquette Stéphanie Rochon	Local 10060 President, Matane Regional Vice-President, Ontario Regional Vice-President, New Brunswick & PEI Local 70019 President, NCR Regional Vice-President, NCR Local 10011 President, Quebec

By-Laws Convention Committee		
Chair	Kelly Bush	National Vice-President, Equity
Co-Chair	Nicole Rousseau	Regional Vice-President, NCR
Members	Sarah Bolger Anthony Drozdowski Joel Kowerko Caroline Manyk Simon Pazdor Will Tait	Local 90011 President, Newfoundland & Labrador Regional Vice-President, Nova Scotia Local 50057 President, Mint Winnipeg Local 30001 President, Edmonton & North. AB Local 50002 President, Winnipeg Regional Vice-President, NCR

General Resolutions Convention Committee		
Chair	Kevin Hanson	National Vice-President
Co-Chair	Linda Harding	Regional Vice-President, Lower B.C. Mainland, incl. Vancouver
Members	Sina Agah Steve Colterman Sheldon Jacobs Shannon Mayer Leanne Moss Michael Murphy Suzanne Sirois	Local 70013 President, NCR Regional Vice-President, NCR Regional Vice-President, Manitoba & Saskatchewan Local 40007 President, Saskatchewan Regional Vice-President, Newfoundland & Labrador Local 90031 President, PEI Local 70017 President, NCR

Credential Convention Committee		
Chris Hobbs		Local 70024 President, Mint Ottawa
Chantal Umphrey		Local 30401 President, Calgary

Nomination Convention Committee		
Josée Mongeau		Local 10161 President, Montreal
Heather Rawlins		Regional Vice-President, Alberta & North

Appendix 'C' – Convention Rules of Order

1. The President, or in the absence of the President or on the delegation of the President, a Vice-President shall take the Chair at the time specified and shall preside at all sessions.
2. Hours of sitting shall be determined as per the agenda adopted by the Convention delegates.
3. Delegates wishing to speak shall proceed to one of the microphones provided for that purpose. When recognized by the Chair, they shall give their name and the body represented, state the purpose for which they rise, and confine remarks to the question at issue.
4. Speeches shall be limited to three minutes.
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt another, except to rise on a point of order or a question of privilege.
7. At the request of the Chair, a delegate called to order shall take a seat until the point of order has been decided.
8. Should a delegate persist in unparliamentary conduct, the Chair shall name the delegate and submit the conduct to the judgment of the Convention. In such case, the delegate whose conduct is in question should explain and then withdraw, and the Convention will determine what course to pursue in the matter.
9.
 - (a) When the “previous question” is moved and seconded, no further discussion is permitted on a main motion or amendment to the main motion. The Chair must immediately ask: “*shall the question be now put?*”, and if a two-thirds majority vote “*that the question be now put*”, the motion or amendment shall be put without debate. If the motion to put the question is not adopted by a two-thirds majority vote, discussion will continue on the motion or amendment.
 - (b) If the previous question has not been adopted, it cannot be put a second time unless at least three (3) members wishing to speak have had the opportunity to do so.
 - (c) The previous question cannot be proposed by a delegate who has spoken on the motion or the amendment.
10.
 - (a) No motion that has been reviewed by a Committee can be

amended by the floor unless a Committee recommendation has been rejected by the delegates.

- (b) Any motion or amendment to a motion may be amended, provided the amendment is relevant to the question and does not have the effect of simply negating the question. If a second amendment has been moved and seconded, the Chair will not entertain any further amendments until the second amendment has been disposed of.
 - (c) Amendments are always voted on in reverse order to their introduction. That is, the second amendment must be decided before the first amendment, and the first amendment must be voted on before the main motion. Whether or not the amendments have been carried out, the main motion must always be voted on.
11. Any delegate may challenge a decision of the Chair and the challenge shall require a seconder. Immediately and without debate, except that the appellant and the Chair may respectively give their reasons for the challenge and the decision, the Chair shall put the question: "Shall the decision of the Chair be sustained?". The Chair shall not have to accept a challenge if it is on a point of fact or law.
12. In the event of a tie vote on any matter other than the election of officers, the Chair may cast a deciding vote. The Chair shall not take part in a debate without leaving the Chair and cannot return to it until the matter in question has been decided.
13. (a) Committees may combine resolutions or prepare a composite resolution or a policy paper to cover the question at issue.
- (b) Recommendations from committees are not subject to amendment by the Convention but a motion to refer back to committees for review with instructions shall be in order.
- (c) Committees shall be permitted to present up to ten priority recommendations. Subsequent to the debate on priority recommendations, it shall be in order for a delegate to move a motion establishing the next resolution to be debated.
- (d) Committees can only meet during a plenary session of Convention with the approval of a majority of delegates.
- (e) Delegates vote on the committee's recommendation of Concurrence or Non-Concurrence and not on the original resolutions. On presenting the committee's recommendation to Convention, the Chair of the committee shall present a motion in the following form: "I move, seconded by ... Concurrence/or Non-Concurrence in Resolution No.".

14. A motion to refer must be seconded and is not debatable except the mover may give reasons. A motion to refer must include instructions to the committee or officer to which the motion is referred.
15.
 - (a) Resolutions and other matters of business submitted after the closing date of the agenda will be referred to the Convention as late resolutions. The Convention may refer them to the appropriate officer or committee.
 - (b) Late resolutions that are, in the opinion of the Chair, of an emergency nature shall be debatable at any time. Late resolutions not deemed to be of an emergency nature shall be considered after all business listed on the agenda has been dealt with.
16. All motions calling for the expenditure of money shall be placed in writing and together with all proposals and amendments referring to same, shall be costed by the appropriate committee or officer responsible for finances before any vote is taken on the issue. A motion to limit the debate shall be in order once the Chair has stated the motion. It must be moved and seconded and is not debatable. A motion to limit debate may limit the number of speakers or the time allotted, and the motion must so state. Such a motion shall require a two-thirds majority to be adopted.
17. The report of a committee, when adopted, becomes the decision of the Convention that adopted it.
18. The following motions shall be in order at any time and in the order stated:
 - (a) To adjourn (not debatable);
 - (b) To recess (not debatable);
 - (c) Question of Privilege (the Chair must rule immediately before going on to further business);
 - (d) Point of Order (the Chair must rule immediately before going on to further business);
 - (e) To table (not debatable except the mover may give reasons);
 - (f) To put the Previous Question (not debatable);
 - (g) To postpone to a future time (not debatable except the mover may give reasons).

Motions to adjourn, recess, table or postpone to a future time shall not be moved until there has been an intermediate proceeding of business dealt with by the Convention.

19. (a) A motion may be reconsidered, providing the mover and the seconder of the motion to reconsider voted with the prevailing side, and notice of motion has been given for reconsideration at the previous sitting. A motion to reconsider shall require a two-thirds majority to be adopted. (a) The Chair shall order a standing vote if a voice/show of hands vote is unclear or inconclusive.
 - (b) A delegate can request a standing vote if he/she questions the results of a voice vote, or a vote taken by a show of hands as announced by the Chair. The Chair shall order a standing vote.
 - (c) A vote by secret ballot shall be taken only on a substantive motion at the request of one-third of the delegates present.
 - (d) A vote by secret ballot shall not be permitted on a procedural motion with one exception: if the initial question was resolved by a secret ballot, a secret ballot will be permitted on a motion of reconsideration.
 - (e) Once the Chair has called the question, it shall not be in order to request a secret ballot.
 - (f) When a standing vote or a vote by secret ballot has been ordered, no adjournment or recess shall take place until the results have been announced. For the record, the Chair shall have the number of delegates voting in the affirmative and the negative recorded.
20. When a standing vote or a vote by secret ballot has been called by the Chair, no one, except with permission of the Chair and in accordance with the "Tiling Guidelines", shall be permitted to enter the floor until the results of the vote have been announced.
21. None but accredited delegates of the Public Service Alliance of Canada and authorized members of the staff and guest speakers shall be permitted on the Convention floor during sessions.
22. One-third of the delegates at the Convention may request, and have ordered, a recorded vote. Upon receiving such request, the Chair shall have the roll called and record the names of those delegates voting in the affirmative and in the negative. Once the Chair has called the question, it shall not be in order to request a recorded vote.
23. Election of officers shall be conducted in accordance with the provisions of the PSAC Constitution.

24. In calling for further nominations from the floor, the Chair of the Nominations Committee will declare nominations closed after calling: "Are there any further nominations?" three times, without response.
25. The Chair of the Nominations Committee will announce after each vote by ballot:
 - (a) the number of ballots cast;
 - (b) the number of spoiled ballots, if any;
 - (c) the number of ballots required to elect a candidate (number of ballots cast less the number of spoiled ballots, multiplied by 50% and rounded to the next highest whole number);
 - (d) the number of ballots cast for each candidate.
26. Each candidate for an office may nominate a scrutineer who shall be entitled to observe all phases of the election and the counting of ballots for that particular office.
27. In the event of a close decision, it will be in order for a delegate to request a recount. If the Chair of the Nominations Committee rules against a recount, the ruling may be appealed in the same manner as a challenge to the Chair.
28. A quorum is 50% of accredited delegates.
29. Bourinot's Rules of Order shall govern all matters not regulated by the rules set out above or as provided by the GSU By-Laws and/or PSAC Constitution.

Appendix 'D' – Convention 2023 Agenda



9th Triennial National GSU Convention *Together, for a Stronger Future*

September 26-28, 2023

Delta Hotel, Ottawa,
Ont.

Monday, September 25, 2023

9:00 AM – 12:00 PM	National Vice-Presidents Meeting	Vice Regal
1:00 PM – 4:00 PM	National Council Meeting	Richelieu- Frontenac
4:00 PM – 6:30 PM	Registration	Ballroom Foyer
6:30 PM – 8:30 PM	Meet & Greet (optional event)	Panorama

Tuesday, September 26, 2023

7:30 AM – 8:30 AM	Registration	Ballroom Foyer
7:30 AM – 8:30 AM	Continental Breakfast	Ballroom Foyer
8:30 AM – 9:45 AM	Official Opening <ul style="list-style-type: none"> • Call to Order • Indigenous Opening • Solidarity Forever • Moment of Silence/Honour Call • Introductions • GSU Anti-Harassment Statement • Credentials Committee Report • Adoption of Rules of Order and Tiling Guidelines • Adoption of Agenda • Ratification of Convention Committees 	Ballroom B-C

9:45 AM – 10:00 AM	Guest Speaker <ul style="list-style-type: none"> PSAC National President, Chris Aylward 	Ballroom B-C
10:00 AM – 10:15 AM	Health Break	Ballroom Foyer
10:15 AM – 12:00 PM	<ul style="list-style-type: none"> Credentials Committee Report Ratification of Regulations and Policies adopted by National Council Finance Convention Committee – Budget & Resolutions 	Ballroom B-C
12:00 PM – 1:30 PM	Lunch Buffet	Ballroom A
1:30 PM – 2:45 PM	<ul style="list-style-type: none"> Credentials Committee Report Address from GSU National President Finance Convention Committee – Budget & Resolutions By-Laws Convention Committee – Resolutions 	Ballroom B-C
3:00 PM – 3:15 PM	Health Break	Ballroom Foyer
3:15 PM – 5:00 PM	<ul style="list-style-type: none"> Credentials Committee Report By-Laws Convention Committee – Resolutions 	Ballroom B-C
5:00 PM	Recess and Announcements	

Wednesday, September 27, 2023

7:30 AM – 8:30 AM	Continental Breakfast	Ballroom Foyer
8:30 AM – 9:45 AM	<ul style="list-style-type: none"> Call to order Credentials Committee Report By-Laws Convention Committee – Resolutions 	Ballroom B-C
9:45 AM – 10:00 AM	Guest Speaker <ul style="list-style-type: none"> Magali Picard, Président, Fédération des travailleuses et travailleurs du Québec 	Ballroom B-C
10:00 AM – 10:15 AM	Health Break	Ballroom Foyer

10:15 AM – 12:00 PM	<ul style="list-style-type: none"> • Credentials Committee Report • By-Laws Convention Committee – Resolutions • General Resolutions Committee – Resolutions 	Ballroom B-C
12:00 PM – 1:30 PM	Lunch Buffet	Ballroom A
1:30 PM – 1:45 PM	Guest Speaker <ul style="list-style-type: none"> • Larry Rousseau, Vice-President, Canadian Labour Congress 	Ballroom B-C
1:45 PM – 3:00 PM	<ul style="list-style-type: none"> • Credentials Committee Report • General Resolutions Committee – Resolutions 	Ballroom B-C
3:00 PM – 3:15 PM	Health Break	Ballroom Foyer
3:15 PM – 4:00 PM	<ul style="list-style-type: none"> • Credentials Committee Report • General Resolutions Committee – Resolutions 	Ballroom B-C
4:00 PM	Recess and Announcements <i>Note: if there are no candidates for the debate at 4:15 PM, recess will be at 5:00 PM</i>	Ballroom B-C
4:15 PM – 5:15 PM	All Candidate Forum	Ballroom B-C
6:00 PM – 8:30 PM	Reception Dinner (optional event)	Ballroom A

Thursday, September 28, 2023

7:30 AM – 8:30 AM	Continental Breakfast	Ballroom Foyer
8:30 AM – 10:15 AM	Call to order Credentials Committee Report Election Process and Procedure Election of National Officers <ul style="list-style-type: none"> • National President • National Vice-President, Equity • National Vice-Presidents (2) 	Ballroom B-C
10:15 AM – 10:30 AM	Health Break	Ballroom Foyer

10:30 AM – 12:00 PM	Regional Caucus Elections <ul style="list-style-type: none"> • Atlantic • Quebec • National Capital • Ontario • Prairies • Pacific • Royal Canadian Mint 	<ul style="list-style-type: none"> • Richelieu • Seigniory • Ballroom B-C • York • Chaudière • Laurentian • Cartier
12:00 PM – 1:00 PM	Lunch Buffet	Ballroom A
1:00 PM – 2:45 PM	<ul style="list-style-type: none"> • Credentials Committee Report • Elections of Delegates to the 2024 PSAC Convention • Oath of Office • Indigenous Closing 	Ballroom B-C
2:45 PM	Convention Adjournment	Ballroom B-C
3:00 PM – 4:00 PM	National Council Meeting	Richelieu - Frontenac

Appendix ‘E’ – Ratification of Regulations and Policies Adopted by the National Council

INTRODUCTION

As per By-Law 6, Section 10 “The National Council shall have the power to make such regulations or policies as are necessary for the proper conduct of the business of the Union, provided the regulations or policies do not conflict with the provision of these By-laws. The regulations and policies shall be distributed within 30 days of their adoption and shall be ratified subsequently by the next Triennial National Convention of the Union.” Amendments to Regulations and Policies are not debatable by Convention.

Since January 2022, GSU National Council has made xx amendments to GSU Regulations and Policies.

DEFINITIONS

National Council approved the addition of the following definitions in the Definition section of GSU By-Laws, Regulations and Policies:

National Officers: Refers to members of National Council; the National President, National Vice-Presidents and Regional Vice-Presidents.

By-Law: By-Laws establish the general rules for the organization and can only be amended if adopted by a 2/3 majority at a GSU Triennial Convention or by a majority vote at a membership referendum (By-Law 17, s.1 and 2).

Regulation: A Regulation usually flows out of the By-Law and provides more specific details for the management of issues. For example, By-Law 15 deals with discipline and Regulation 10 outlines the procedures for handling that discipline. Regulations can be adopted or amended by a clear majority vote by National Council between Conventions but must be ratified at the next GSU Convention.

Policy: Policies are meant to give a general direction to GSU on issues outside the By-Laws and Regulations. Policies can be adopted or amended by a clear majority vote by National Council between Conventions but must be ratified at the next GSU Convention.

Clear Majority: Voting requirement of at least half of the vote + 1. For example, if 15 votes are cast, a clear majority would require 8 votes for a motion to be carried.

Two-thirds Majority: Voting requirement of at least two-thirds of all ballots cast. For example, if 15 votes are cast, a two-thirds majority would require at least 10 votes for a motion to be carried.

Date adopted: April 28th, 2022

REGULATIONS

REGULATION 2 – FRAMEWORK LOCAL BY-LAWS

National Council approved the following amendments to Regulation 2:

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.

Date adopted: May 2nd, 2023

Regulation 2 – Framework Local By-Laws

By-Law 13 – By-Laws and Amendments

Section 3

Any amendment shall become operative immediately upon adoption, unless otherwise specified, and shall be circulated to the membership of the Local, with a copy to the National President of GSU. ~~These By-Laws and any amendments thereto shall be subject to approval by the National Council of the GSU.~~
Amendments to the By-Laws shall be done in accordance with GSU Policy 12.

Date adopted: September 30th, 2022

REGULATION 4 – EXPENSES FOR MEMBERS ON GSU BUSINESS

National Council approved the following amendments to Regulation 4:

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. Under normal circumstances, no member will be issued a second advance until they have accounted for an outstanding advance.

Section 9 – Expense Claim Submission Deadline

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

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.**

~~c) 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.~~

Date adopted: May 2nd, 2023

REGULATION 5 – GSU STANDING COMMITTEES

National Council approved the following amendments to Regulation 5:

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. The National President will ensure that the resolutions are in order.

Section 6 5

Ad-hoc Committees are not subject to this Regulation.

Date adopted: May 2nd, 2023

REGULATION 7 – LIFE MEMBERSHIPS, HONOURARY MEMBERSHIPS AND AWARDS OF MERIT

National Council approved the following amendments to Regulation 7:

Regulation 7 – Life Memberships, Honourary Memberships and Awards of Merit

Section 2 – GSU Life Membership – Rights, Privileges and Obligations

- 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**.

Section 4 – GSU Honourary Memberships

- 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.

Section 5 – Awards of Merit

- d) 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.

Date adopted: May 2nd, 2023

REGULATION 9 – LOCAL FINANCIAL ACCOUNTING

National Council approved the following amendments to Regulation 9:

Regulation 9 – Local Financial Accounting

~~**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.~~

Date adopted: May 2nd, 2023

REGULATION 10 – DISCIPLINE PROCEDURES

National Council approved the following amendments to Regulation 10:

Regulation 10 – Disciplines Procedures

Section 1 – General Procedures

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

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.
 - ~~e) The disciplined member or members may appeal the decision of the Local to the GSU National Council.~~
 - d) The results of all complaints and investigations shall be submitted to the 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
- d) The disciplined member or members may appeal the decision following the procedure described in Section 5 of this Regulation.

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.

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.**

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.~~

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.

The appeal decision of the Appeals Committee shall be final and binding on all parties to the appeal.

Date adopted: May 2nd, 2023

REGULATION 13 – SELECTION OF DELEGATES TO CONFERENCES AND SEMINARS

National Council approved the following amendments to Regulation 13:

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, PSAC, 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.

Date adopted: May 2nd, 2023

POLICIES

POLICY 3 – FAMILY CARE AT GSU EVENTS

National Council approved the following amendments to Policy 3:

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.

Date adopted: May 2nd, 2023

POLICY 4 – PAYABLE ALLOWANCE – STAFF

National Council approved the complete removal of Policy 4- Payable Allowance – Staff.

Date adopted: May 2nd, 2023

POLICY 4 – MISCELLANEOUS EXPENSES FOR NATIONAL COUNCIL MEMBERS (NEW)

National Council approved removing Regulation 4, Section 9b) from Regulation 4 and be replaced by Policy 4. Additionally, National Council also adopted the following amendments to Policy 4:

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 ~~and~~ ~~or~~ EI deductions.

Date adopted: May 2nd, 2023

POLICY 9 – LOCAL CONFERENCE SUBSIDY

National Council approved the following amendments to Policy 9:

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.

Date adopted: May 2nd, 2023

POLICY 12 – REVIEW OF LOCAL’S BY-LAWS

National Council approved the following amendments to Policy 12:

Policy 12 – Review of Local’s By-Laws

Section 1 – Procedure

~~Locals are encouraged to consult with their Regional Vice-president as they work on their By-laws to ensure that they remain compliant with the GSU Framework Local By-laws.~~

- a) Prior to the AGM, the RVP, in consultation with the Local, will review the proposed amendments to confirm compliance with the Regulation 2 – Framework Local By-Laws.
- b) After the AGM or GM, each Local shall submit a copy of their amended By-laws to their RVP within 30 days two (2) weeks following their adoption. Meeting minutes shall also be included. ~~at the Local's General Membership Meeting. The meeting notice and the meeting minutes shall also be provided to the RVP.~~

~~The Regional Vice-president will review the By-laws to confirm compliance with the Framework Local By-laws as found in GSU Regulation 2. The RVP will counsel the Local on By-Laws, Regulations and Policies.~~

- c) The RVP will submit the Local’s amended Local By-laws to the GSU National Office for referral to the GSU By-laws and Policy Committee.
- d) The GSU By-laws and Policy Committee will review all Local By-law amendments.

If in compliance, the Committee will recommend to the National President that the Local By-laws be ratified by the GSU National Council. A copy of the new version of the By-Laws will also be sent to the GSU National office to be posted on the website.

Should the By-law amendments be found non-compliant, the Committee will refer them back to the RVP with explanation. The RVP will review with the Local.

If the Local disagrees with the recommendations of the By-laws Committee, the Local may appeal to the National Council, explaining their disagreement.

Date adopted: September 30th, 2022

Appendix ‘F’- Report of the Finance Committee

GSU 9th Triennial National Convention

September 26-28, 2023 – Ottawa, ON

INTRODUCTION

Subject to ratification by the Convention, the following delegates to Convention were named to the Finance Convention Committee by GSU National President:

Chair

Martine Babcook National Vice-President

Co-Chair

Mélanie Hamel Regional Vice-President, Quebec

Members

Sonia Gagné Local 10060 President, Matane

Azra Jusuf Regional Vice-President, Ontario

Mike LeBlanc Regional Vice-President, New Brunswick & PEI

Monica Martin Local 70019 President, NCR

Paul Paquette Regional Vice-President, NCR

Stéphanie Rochon Local 10011 President, Quebec

The Finance Convention Committee met on July 5th and 6th, 2023 in Ottawa.

During its deliberations, the Committee reviewed 4 resolutions.

The Committee would like to thank Monique Desrosiers (technical advisor) for her work and support.

The Committee worked well together and had respectful and thoughtful discussions. I would like to thank all the members of the Finance Committee, including my co-chair, Mélanie Hamel, for their hard work and contribution.

Respectfully submitted on behalf of the Committee,

Martine Babcook

Chairperson

Appendix 'G' – Officers Reports (NP & NVPs)

Report of the National President, Bruce Roy

GSU 9th TRIENNIAL CONVENTION September 26-28 2023 – Ottawa, ON

July 2023

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

I include items which the GSU By-Laws require as well as some brief remarks. I welcome any comment, criticism or support you may have for the conduct of GSU during the last two years.

It feels like just yesterday, you elected me as your president and over the last two years, it has been an absolute honour and privilege so serve you as such.

Even though this mandate was shorter following the postponing of the 2020 Convention due to the pandemic, I feel like a lot has happened: Vaccination mandate; Return to workplace; Bargaining; Strike not to mention the never-ending Phoenix fiasco...and yet, I feel like our union is stronger than ever, with locals' executive stepping up and leading the fight for our members.

I will speak more on the above during my address to the delegates, in the meantime, I will turn to the By-Laws requirement of my report.

Membership

When I first started as GSU President, in October 2021, we had 11,000 dues paying members. Twenty months later, as I write this report, GSU now counts 12,000 dues paying members in its rank. A major contributor to this growth was the ability for GSU Office to assign a local to unallotted members, communally called the 7x and 5x lists. Reducing the unallotted list was one of my priorities in terms of the membership and I am proud that we were successful in this area.

Another of my priorities was to reduce the number of RANDs. Although RAND members do pay dues to our union, they cannot benefit from all that advantages a full membership brings. Additionally, RAND members do have an impact on the number of delegates that GSU can send to the PSAC Convention – the less RANDs we have, the more members we can send to the PSAC Convention and therefore, the greater influence GSU can have in setting direction for PSAC. Whereas, in November 2021 we had 3,232 RAND members, the number now sits at 2,065; that represents a decrease of 36%. Proportionally, RAND members now represent 17% of our total membership, down from 30% in November 2021. Undeniably, the strike had an impact on the decrease, however, GSU could not have achieved this significant change without the tedious work of its activists and its locals' executives. Thank you for all that you do.

Most of our members (79%) work for Public Services and Procurement Canada (PSPC), followed by the Shared Services Canada (SSC) (15%) and the Royal Canadian Mint (RCM) (6%). Of the members that work under Treasury Board (PSPC and SSC), the PA Table represents 92% of our membership, followed by the TC Table (5%) and SV Table (3%).

The National Capital Region (NCR) is where more than half of our membership can be found (56%), with four locals having more than 1,000 members.

Finance

Financially, we are in a very sound position.

The pandemic did have an effect on our expenses, as we were unable to conduct a lot of union budgeted activities, such as conferences and meetings. Additionally, the unexpected growth in our membership in 2022 and 2023 had a positive impact on our revenues, along with the interest income on our investments that were higher than expected. Due to all these factors, I expect us to end the three-year budget cycle with a small surplus.

The 2024-2026 proposed budget recommends no change to our current dues structure.

GSU National Office

GSU would not be the leading organization without GSU's staff. Their professionalism, advice, support and quality of services are incomparable, and I want to thank each and every one of them.

The National Office welcomed two new National Union Representatives over the past year and a half; Matthieu Allard and Anju Puneet Singh. The *Representation Team*, led by David Girard, is now fully staffed with Neola Sanders (Administrative Assistant to the Representation Team) and Paulette Michon-Hamelin (National Union Representative). That being said, after sixteen years of dedicated work, Paulette will be leaving GSU for a well-deserve retirement. This means that by the end of 2023, GSU Representation Team will be welcoming a new National Union Representative.

Speaking of retirement, GSU will also have to say goodbye to another staple of the organization by the end of 2023, Monique Desrosiers, Finance coordinator. GSU will be conducting a staffing process in the next months to find her replacement. Logan Lafleur (Finance and Administrative Assistant) remains within the *Finance Team*.

Our third and most diverse team in the office, led by Dominique Barrette, is the *Communications, Political Actions and Administration Team*, which also includes membership administration. Diane Rancourt (Communications and Administration Assistant) and Jennifer York (Technology Assistant) are part of the team.

And of course, the national office would not be complete without its pillar, Maria Thomas (Executive Assistant to the National President) who supports me in my day-to-day organization and who ensures that our events run smoothly.

As representation was identified a high priority for GSU, I am happy to report that in 2022 a new union representative position was created, bringing the Representation Team to four full-time union representatives.

Finally, some job titles changed following a review of some of the staff job descriptions as follows:

- Union Representative is now National Union Representative
- Finance & Administrative Officer is now Finance Coordinator
- Senior Union Representative is now Director, Representation & Labour Relations
- Executive Coordinator is now Director, Communications, Political Actions & Administration.

GSU National Council

Council met for the first time in person since 2019 in April 2022 in Gatineau. Two other in-person Council meetings were held over the past year and half; one in September 2022 (Toronto) and one in May 2023 (Victoria). The minutes of those meetings can be found on the GSU website. Council also met via teleconferences six times in 2021-2023, and minutes of those meetings can also be found on our website.

There have been some changes in Council.

Few months after her election as Regional Vice-President (RVP) for New Brunswick and Prince Edward Island, Shanny Doucet stepped down from her position. Mike Leblanc, who was elected as the alternate, took over the position in March 2022.

The following month, Jeannette Fillion resigned as RVP for the Mint for personal reasons, and Jeff Tessier was elected to the position. Unfortunately, Jeff also had to step down in July 2023 and the position remains vacant until our Convention.

In June 2022, we said goodbye to Michèle Parent, RVP for Western Quebec who started a new position with the Joint Learning Program. Sébastien Sinclair, who was elected as the alternate joined Council until April 2023 where he has since stepped down. The position remains vacant until our Convention.

Finally, our now Life Member Sue Soubra resigned from her RVP position for Ontario in February 2023. In agreement with the Local and other RVPs for the Ontario region, it was decided that her position would remain vacant. A motion will also be presented at Convention to reduce the number of RVPs for the Ontario region to one.

All members of Council sit on one of GSU's standing committees, along with some local representatives. At the beginning of my mandate, I gave each committee objectives and priorities to work on for the 2021-2023 cycle. I am proud to report that all committees have met and exceeded their goals. I want to thank committee chairs and members for their hard work on behalf of our membership.

I would also like to acknowledge Council dedication and support to their locals in their regions. Thank you for all that you do for our members.

Locals

GSU currently has 24 locals, down from 26 when I took office.

In February 2022, Local 70023 (NCR) was dissolved following a workforce adjustment. The same month, members of XPW75 (Yellowknife) were transferred to local 30001 (Edmonton), and the local was also dissolved.

I am proud to say, however, that all GSU locals have full executives, whom I had the opportunity to meet over the past twenty months. Meeting with locals' executives has been an enriching and enlightening experience for me. The quality of activists that GSU has in its ranks is second to none. The entire PSAC was able to see this during the historic strike of April 2023, when GSU members stood up and positioned themselves as true leaders.

Local Presidents were finally able to meet for the first time in person since 2019 during the Local Presidents' Conference that was held in Toronto in September 2022.

Local Development continues to be a high priority for GSU and we are continuously working on finding ways to increase and improve the support provided. We organized a series of *Lunch & Learn sessions* in 2021-2022 on various topics of interest for locals' representatives. More

recently, we did a one-day grievance handling course with some shop stewards in the NCR. This pilot project was deemed successful and will be offered to the regions in the new cycle.

To all local activists – you are the pillar of this union, and without you, GSU would not be the strong leader it is. Our members are in good hands with you, and on their behalf, thank you.

Consultations

GSU meets as required with employers regarding employment security, terms and conditions of employment, health and safety, employment equity, pay, and other issues.

National and Regional Officers can speak to the specific areas of consultation within their portfolios and I will highlight some during the National President's Address. Currently, I co-chair the following committees:

- National Health & Safety Committee (PSPC)
- National Union-Management Consultation Committee (PSPC)
- Human Resources Union Management Consultation Committee (SSC)
- Phoenix Technical Sub Committee (TBS)

In addition to these committees, I also sit on various PSPC branches committees, as well as the Phoenix Executive Committee and the NextGen Committee, both with Treasury Board.

When I took office in 2021, I requested to have regular scheduled meetings with the President of SSC, the Deputy Minister of PSPC as well as the ADMs of various PSPC branches. Because of these channels, GSU can get messages across faster and more efficiently. I truly believe in the power of consultation, and because of these meetings, GSU was able to fix some issues at the root before they became viral.

PSAC Representation

As the President of a Component, I sit on the National Board of Directors (NBoD) of PSAC and PSAC Holdings Committee.

In June 2023, I had the great honour to preside over the candidates' debates and elections for the Regional Executive Vice President Prairies region during the PSAC Prairies Region Convention.

Closing

As we get closer to our Convention and the end of this cycle, I am amazed by everything we, as an organization, have been through, from the vaccination mandate to the return to the office and general strike. In all of this, what I remember the most is how our activists have an incredible strength of character and how dedicated they are to our members. Words are not strong enough to express all my gratitude and serving you has been an absolute honour.

To GSU staff, National Council, Local officers, and Convention; thank you for your trust and support. I am excited for the future of this organization.

Respectfully submitted,



Bruce Roy
National President
Government Services Union, PSAC
July 30, 2023

Appendix ‘G’ – Report of the National Vice-President, Martine Babcook

**GSU 9th Triennial Xonvention
September 26-28 2023 – Ottawa, ON**

January, February, and March of 2023

The start of the New Year has come with many changes, firstly the return to work at 2-3 days a week or 40% of your work week that was announced in December of 2022. This was very challenging as it was unclear of the days and how this would be managed. There were a lot of questions from members if one of the days they were supposed to be in office and that day they used a sick day if they had to make up the time and the answer is no but there seems to be ongoing on management's part and this has been addressed at the National level in consultations.

Since the April deadline to return to work, there have been challenges brought to our attention from members, for example the booking process, the resources needed in the office from going to your home base into the office. Some examples would be what if you forgot your mouse or laptop charger. In consultation with the Director of the Digital Services Branch, this was brought to his attention and has assured us that there are accessories available on site. As for the booking process, this seems to still be an issue and it has also been raised at the Real Property Branch consultation.

Real Property Services Branch Labour Management Consultation continues with updates on the RPS Culture, Evolution of work and Regional Updates. The members who are part of the Northern Housing in Yellowknife, NWT have officially been WFA and to date all have or will move into position, but one is undecided at this time. In my last report I had mentioned that there were 5 border crossing employees that were on WFA and all 5 affected have retired. In February I was asked by the National President to assist with the Royal Canadian Mint in Winnipeg in the 57 layoffs of members, on February 9 David Girard and myself assisted the Local Executive in this large undertaking of informing the members along with management that they were being laid off. This was handled with such professionalism from Local 50057 during this difficult time.

The Finance Committee met from March 27 to March 30, 2023, to prepare the budget for the upcoming GSU National Convention. We made some changes going forward and the proposed budget was presented to National Council in May of 2023 and passed.

March 31 to April 2, 2023, I attended the PSAC Women's Conference, and the theme was "It's in Our Hands, Strength, Power & Compassion". There was great conversation from panel members also in group workshops as well as Regional Caucuses, this was well attended by other GSU members.

Martine Babcook
National Vice President GSU

Appendix ‘G’ – Report of the National Vice-President Equity, Kelly Bush

**GSU 9th Triennial Convention
September 26-28 2023 – Ottawa, ON**

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 moral. 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.

Report of the National Vice-President, Equity, Kelly Bush

April June 2023

The second quarter has been a busy time with regional conventions and preparation for our own convention. I have personally gained a new appreciation for those who have to deal with wildfires as part of their daily lives. After attending an exchange of vows ceremony on May 28th, wildfires ripped through my province in Shelburne and my own community in Tantallon. I have such gratitude for firefighters and first responders as well as those who reached out and offered support.

This event followed the largest general strike in my generation and ended with a deal that the membership ratified. Getting to talk to members on the picket lines, helping out where possible was an honor and privilege. The members in Halifax stood strong and those who didn't know GSU before, certainly do now.

Pay Administration Branch: I missed the last June consultation session.

The National Health and Safety Policy Committee: Evolution of Work comes up in these spaces a lot, this has such a direct impact on National Capital Area members. There are some concerns, but most are being addressed in a firm yet respectful way. The employer seems to be struggling with the Bill C-65 policy reporting, but GSU is helping them find their way by asking questions. The policy drafting team for C-65 has been resurrected and there is an unusually large number on the team. GSU is pushing to ensure that the policy is better than the interim policy as we have learned a lot in the past 2 years about what doesn't work.

Covid consultation: This has morphed into the Evolution of Work committee as Covid is finally taking a back seat.

GSU Equity Committee: We have continued with our monthly meetings but June was part of the wildfire casualty and didn't happen. We are ramping up for the final in person meeting where we will learn about the employment equity act and how we can help our membership through the act. We will also be learning about the gender equity task force report and set up a suggested priority list to accompany the multiyear work plan. Thank you to the activists for standing firm, the leadership for support and the members for the interest they take in their union!

Report of the GSU Equity Committee Final

2021-2023

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. Members of the Committee are:

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

The committee has been focussed 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 continually had respectful dialogue.

Covid took it's 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 every day 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!

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 ACTIVITIES

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 	

Status: On Track



On Track To Meet Objective



Attention Required



Completed



<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 	●

Status: On Track



On Track To Meet Objective



Attention Required



Completed



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 • Present to NC for Policy adoption • 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"> • 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 		

Status: On Track



On Track To Meet Objective





Attention Required



Completed



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	

Status: On Track



On Track To Meet Objective



Attention Required



Completed



Appendix 'G' - Report of the National Vice-President, Kevin Hanson Rapport du vice-président national



OCTOBER | OCTOBRE 2021-2023



Authored by | Rédigé par: Kevin Hanson



Opening Remarks

A new beginning with fresh ideas and a desire to get things done!

Two years ago, I took a leap of faith. A leap into the role of National Vice-President (NVP) of the Government Services Union (GSU), and never looked back since. Immediately following my election, I was assigned the Shared Services Canada (SSC) portfolio by the GSU National President. There, I attended several types of Labour Management Consultation meetings, with the goal of building and maintaining relationships with our employer counterparts to achieve the best possible outcomes for the membership. For a list of consultations that I participated in, you can turn to the SSC consultation map further into this report.



Highlights from GSU Committees that I Chaired

Local Development	Education	Young Workers
<ul style="list-style-type: none">• Successfully revived a resolution to have GSU create a digital on-boarding tool that is now posted on the GSU website for Union members to use• Planned and participated in the roll out of the Membership Engagement Survey• Advertised the Joint Learning Program (JLP) on the GSU website, and emphasized GSUs willingness to assist regions organize the Mental Health in the Workplace workshop if requested	<ul style="list-style-type: none">• Advertised PSAC Union education on the GSU website• Explored PSAC Regional education offerings and uncovered each region has different types of training, and the lack of consistency has an impact on our GSU officer's learning and development• Determined GSU needs its own education space due to our unique needs and structure and encouraged an education needs and gaps survey or tracker in the future	<ul style="list-style-type: none">• Engaged Young Workers within GSU• Planned and participated in the GSU Young Workers Conference• Provided mentorship to young GSU volunteers

NVP Accomplishments

- ✓ Secured GSU's Presence at Virtual On-Boarding Sessions at SSC
- ✓ Oversaw the Creation of a Virtual On-Boarding PowerPoint Used at SSC
- ✓ Successfully Brought More GSU Volunteers to Attend Union & Employer Consultations
 - ✓ Mentored Local and Regional GSU Volunteers
- ✓ Represented GSU at the PSAC National Board of Directors (NBOD)
- ✓ Spoke Successfully on a Resolution at my first PSAC Triennial Convention
- ✓ Attended Health and Safety Training and Pushed for Improved Health and Safety Committees in Workplaces where GSU Members are Located
 - ✓ Completed the PSAC Investigators Training
- ✓ Attended the PSAC National Health and Safety Conference
- ✓ Stressed the 13 Psychosocial Factors that Affect Mental Health in Workplaces When Consulting the Employer (Emphasized the Reward and Recognition principle)

Likewise, these consultation meetings are extremely important as they serve as a place where workplace issues are strategically addressed between parties. I successfully influenced decisions in favour of our members at the various consultation tables at SSC and I am grateful to have pushed hard for these constructive changes. I know I made my mark felt when the President of SSC invited me to say a few opening words with him at a department wide town hall in the spring of 2022.



“United we stand, divided we fall!”

“Unis nous restons debout, divisés nous tombons!”



Seeing how the Union is constructed as a shadow organization of the employer, I had the privilege of Co-Chairing one of the consultation committees at SSC. This is where I had the chance to provide input on the Violence and Harassment Prevention Policy, and continue to push for improved Health and Safety measures for our members.

Now, looking back on my campaign promises, I am pleased to say that I have accomplished every single one of them! My campaign promises are listed below.

1) Workplace Consultation Mapping – Pages 5-10

2) Local Development Support – Pages 11-16

3) Mental Health Support for Union Officials – Pages 17-20

Throughout this report you will see how each of these campaign promises was achieved. I am very proud of the work I have done over the last several years as your National Vice-President, and want to thank my Union colleagues, the membership and the GSU National office staff for all the support. I couldn't have done it without you!



1) Workplace Consultation Mapping

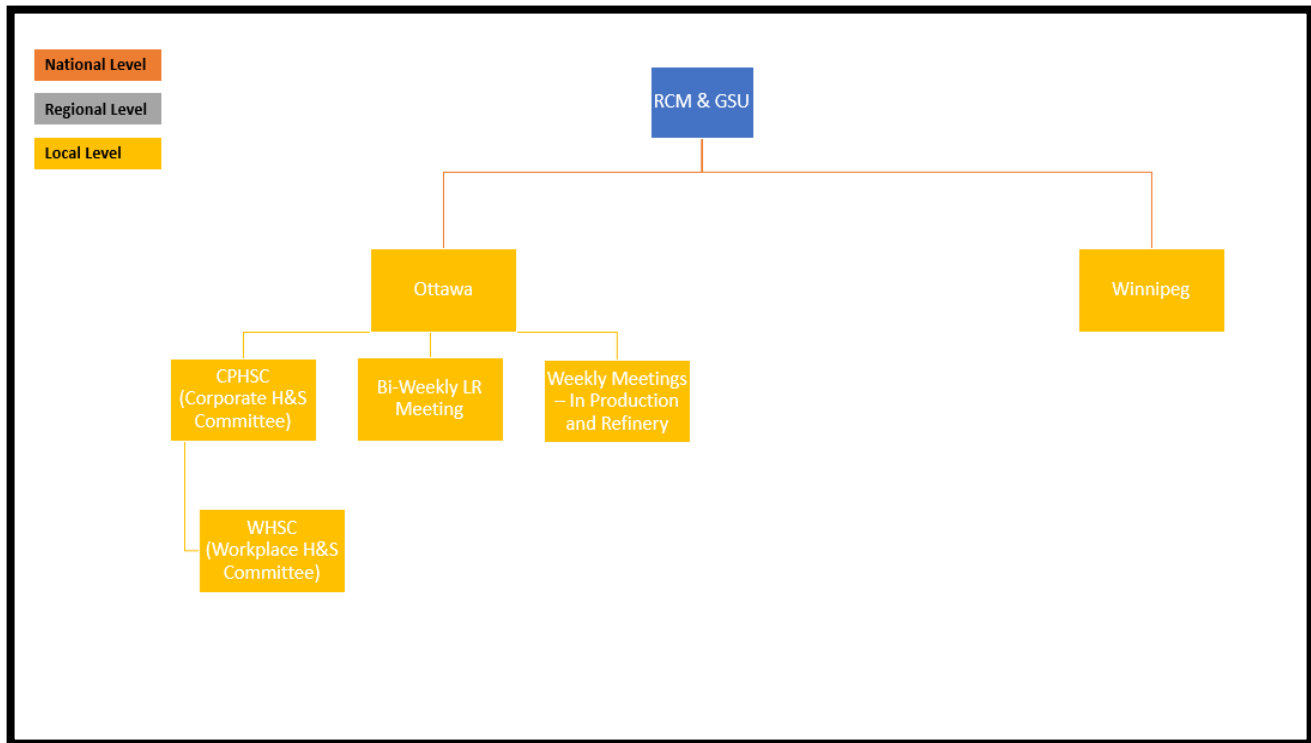
A Union consultation model is required to build clearer and effective consultation processes and procedures within our Union and workplaces.

One of the biggest risks Union officials are faced with is the threat of misinformation. The Union's credibility is at stake if we enter into consultations and improperly inform the employer. The same can be said if we receive misinformation from employers, without validating it.

Far too often, the squeaky wheel gets the grease, and now is the time for GSU to develop a consultation model to mitigate this risk. There is an opportunity to use the consultation map I developed, as a starting point to improve and standardize how we consult with our employers. Over a year ago, I designed the consultation map by speaking with as many GSU elected officers as possible. However, there is a good chance the consultation map is not 100% accurate given the changes to key players and the types of consultations identified since the map was developed.



The Royal Canadian Mint (RCM)



One of the groundbreaking observations discovered in the consultation mapping exercise is that the Royal Canadian Mint (RCM) has a consultation structure that is



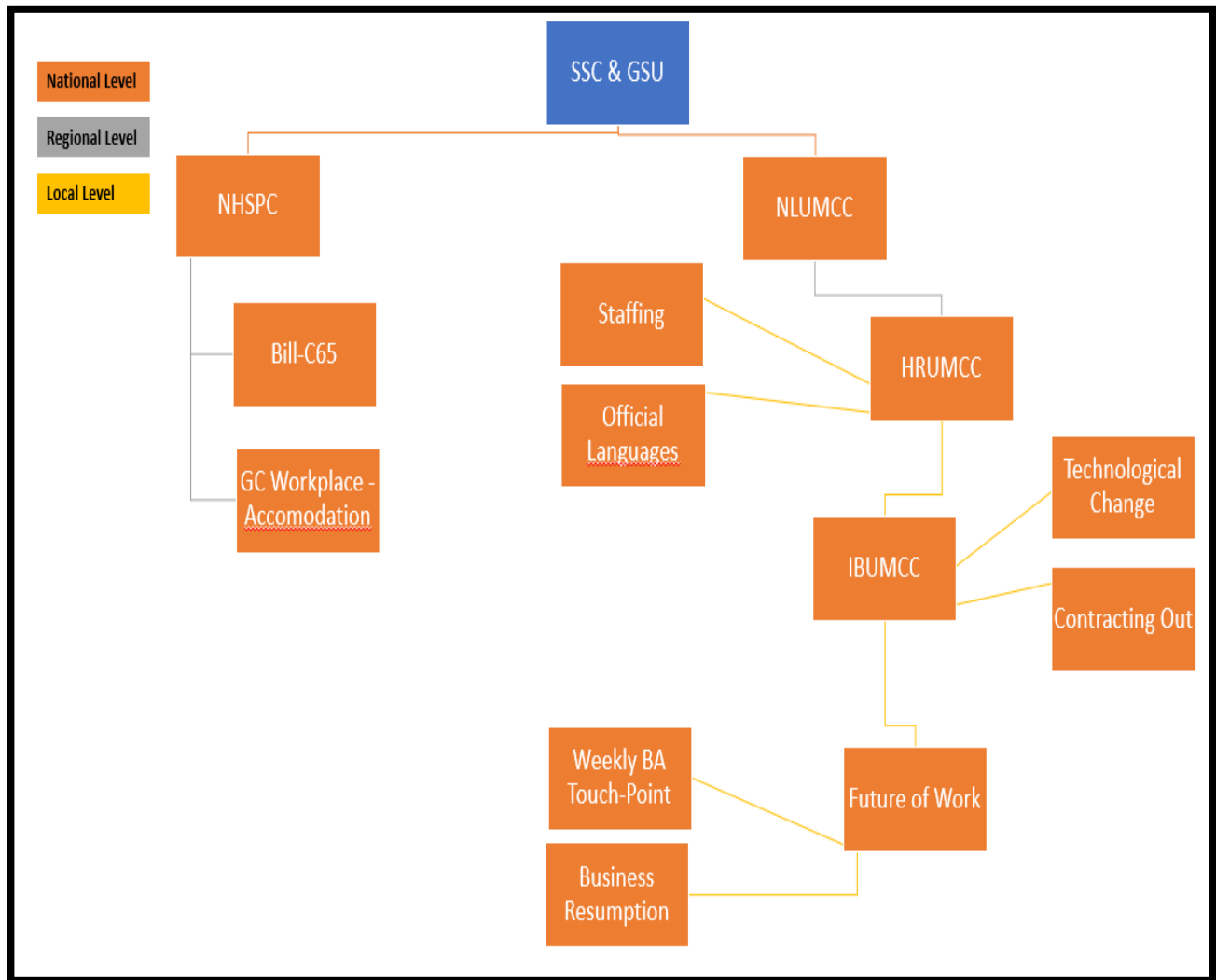
predominantly at the Local level, whereas Shared Services Canada (SSC) has a more National level consultation structure.

However, Public Services and Procurement Canada (PSPC) seems to engage the Local, Regional and National levels in the consultation structure, but it varies by region and workplace across Canada.

“The Union is only as good as the employer, and the employer is only as good as the Union.”

“Le syndicat est aussi bon que l’employeur, et l’employeur est aussi bon que le syndicat. ”

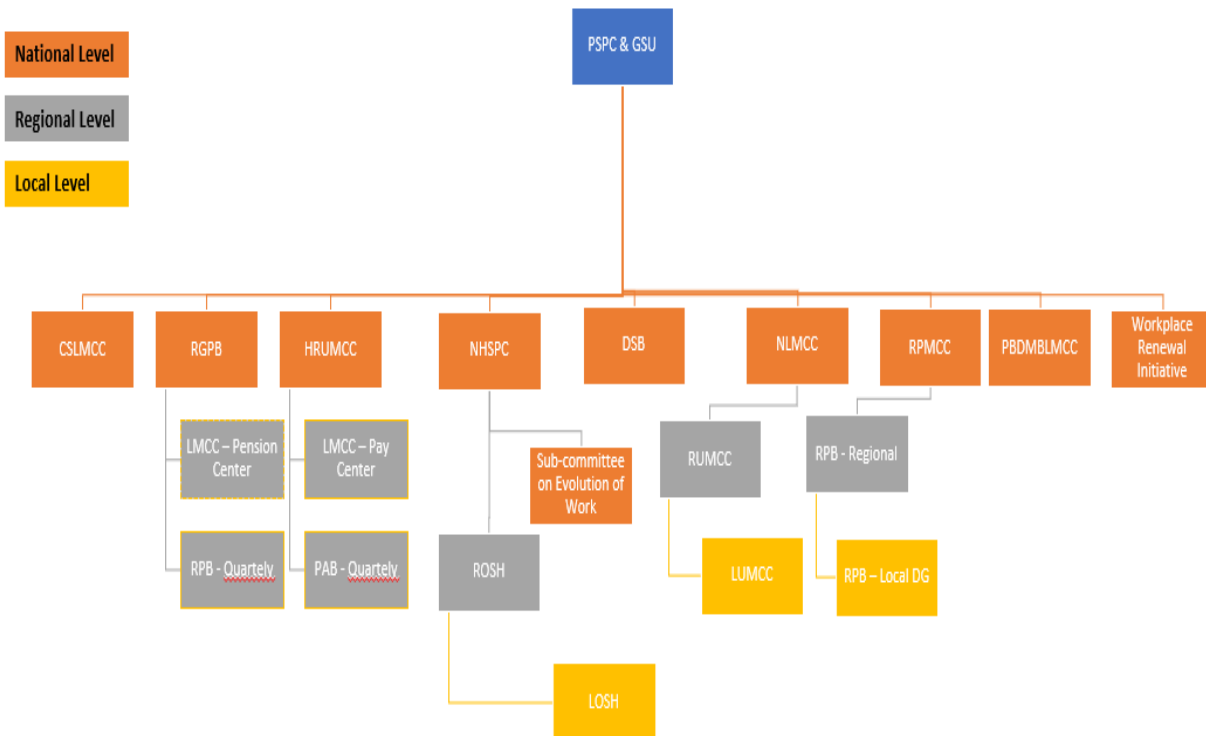
Shared Services Canada (SSC)



Because our Collective Agreements and other forms of legislation equip us with the ability to consult our employers, and our current consultation process is ambiguous, I believe we have the chance to standardize this tool. Presently, the flow of information on the Union's side is not always clear. Therefore, a systematic process would better equip our Local, Regional and National level officers in consultations within all workplaces.



Public Services and Procurement Canada (PSPC)



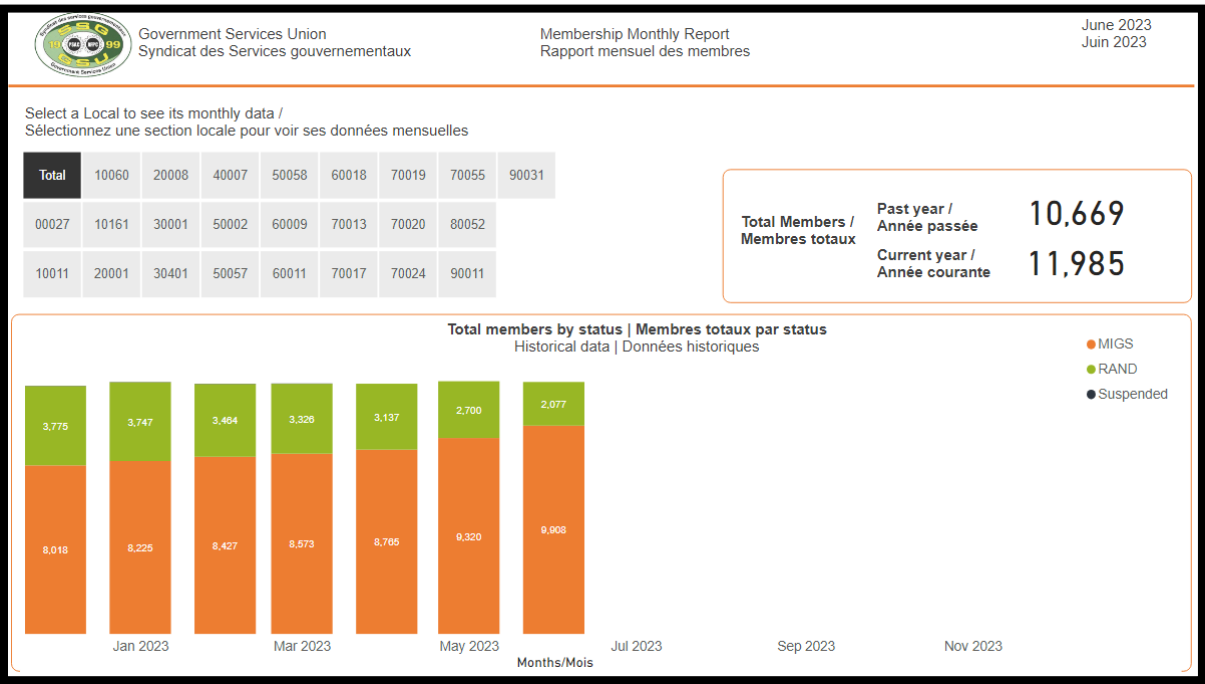
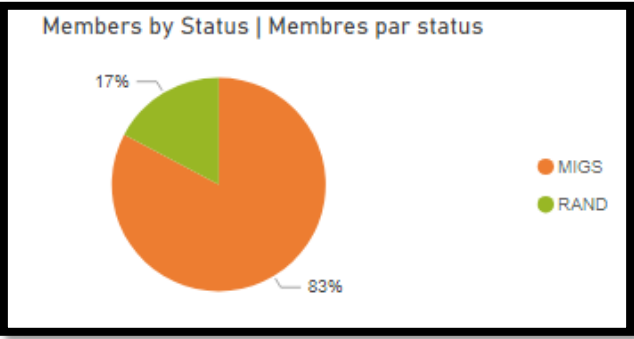
Note: 1. RVPs representing members at PSPC are meeting with the RDG of their region for the RUMCC and ROSH.

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



The consultation map is a start, and I believe the next Union leadership has the chance to design a consultation process among the various Union levels and workplaces we have members in. This would allow the Union the opportunity to address specific issues simultaneously at all levels of consultation. In turn, allowing us to take charge and hold the employers to account and advise them when the Union is required to be involved in consultations, if the employer misses their mark.

With these consultation maps that I delivered I believe GSU now has a visual representation of our current consultation structure. I was also successful at introducing GSU with the idea of tracking membership trends for members that fall under the Treasury Board (SSC & PSPC), through a Power BI report. Now, members of National Council through the work performed by the GSU National office, have data that can be used to identify the number of members registered/unregistered, by local and region, as well as by classification/employer. This initiative was brought forward in response to the privatization of the Cliff Heating Plant in the National Capital Region, where GSU lost members as a result. If the Power BI report was made available years ago, I believe GSU would have been able to predict the membership loss by seeing the membership decline. We could have tried to prevent this from happening through timely campaigns to fight against the privatization of public service jobs or through lobbying efforts as well as in consultations with our employers. I worry that the GSU members in the trades industry are at risk of privatization and could suffer the same fate, but the Power BI report should help National Council keep an eye on trends, like membership reduction in certain areas, that require further scrutiny and action from GSU.



I believe GSU would benefit from a standing or an ad hoc consultation committee in the future years ahead, to nail down a robust consultation process and procedure. This would only improve the dialogues with our employers and better serve the membership as a whole. Who knows, maybe this committee could liaise and distribute GSU consultation materials between various Union levels and help feed items to PSAC political action committees, with the help of a tool like the Power BI report mixed with a deeper examination from various consultations, should it be necessary.



2) Local Development Support

We can achieve more by surveying our members, and Union leaders need learning spaces to develop, maintain and stabilize Locals.

Membership engagement is a big challenge and it starts with healthy membership on-boarding. This is why I successfully pushed to have a section on our website with an on-boarding tool that Union leaders can use when on-boarding new members. As we have learned from the strike, the membership lists are not always accurate, and our members need some level of Union knowledge to find their front-line Union contacts. Therefore, this initiative will provide Locals with a tool they can use to educate and engage

members early on. Early membership education is critical when maintaining good Local development practices and I would encourage locals to on-board new members every chance they get. Try out the new 'Welcome to YOUR Union' tool on our website!



Resources for Members

Locals

- Atlantic
- Quebec
- National Capital
- Ontario
- Western
- Pacific
- Royal Canadian Mint

Ressources

- Education
- Understanding Union Dues
- Strike
- Welcome to your

EDUCATION

Education is key to building a strong union at your workplace. GSU, through its bargaining agent the Public Service Alliance of Canada, offers an extensive list of courses, seminars and educational services. All members in good standing have access to these courses.

For members working at PSPC or SSC, you also have access to the Joint Learning Program.

Talking Union Basic (TUB)

PSAC E-Learning Platform

Joint Learning Program

Welcome to YOUR Union

https://gsu-ssg.com/application/files/8716/8259/3905/Welcome_to_your_Union.pdf

Ressources pour les membres du SSG

Sections locales

- Atlantique
- Québec
- Capitale nationale
- Ontario
- Ouest
- Pacifique
- Monnaie royale canadienne

Ressources

- Éducation
- Comprendre les cotisations syndicales

ÉDUCATION

La formation syndicale est essentielle pour bâtir un syndicat fort sur votre lieu de travail. Le SSG, par l'intermédiaire de son agent négociateur, l'Alliance publique du Canada, offre une panoplie de cours, de séminaires et de services éducatifs. Tous les membres en règle ont accès à ces cours.

Pour les membres travaillant pour SPAC ou SPC, vous avez également accès au Programme d'apprentissage mixte.

ABC du syndicat

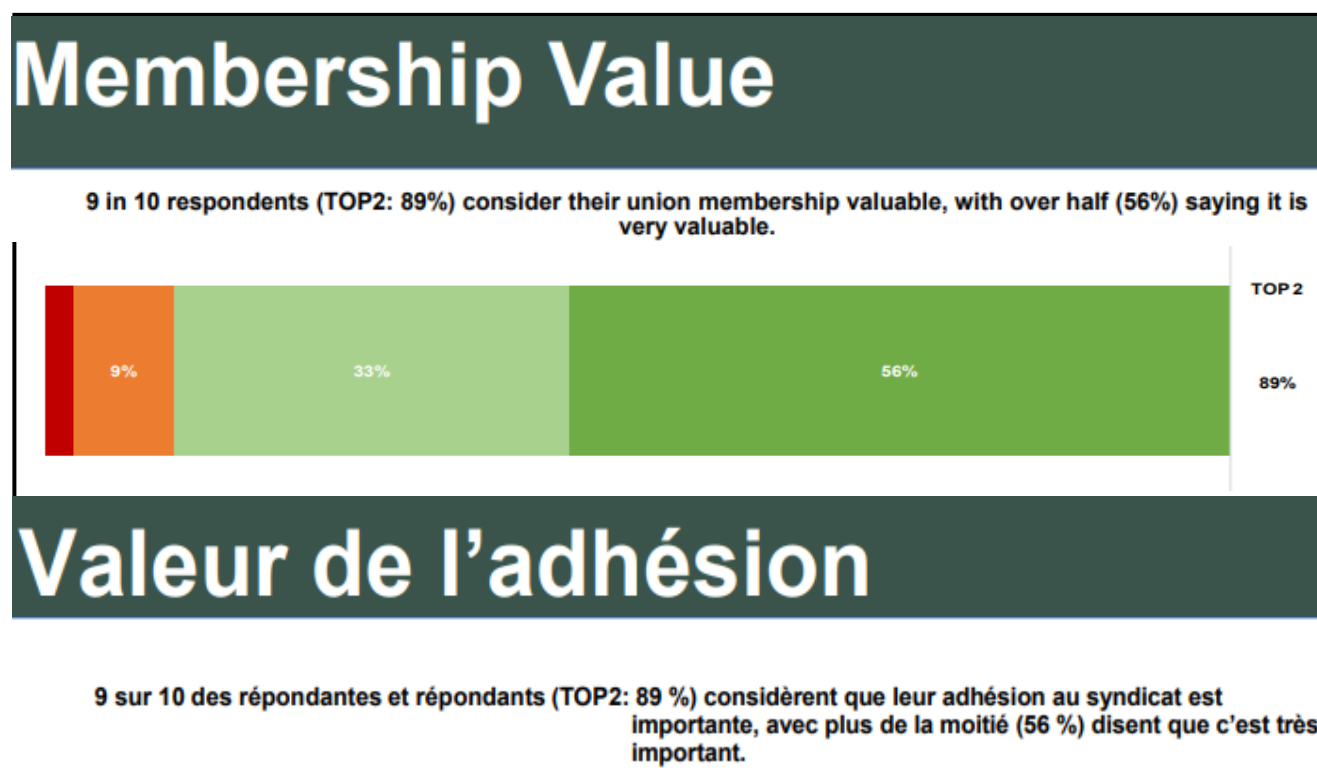
Plateforme de cyberformation de l'AFPC

Programme d'apprentissage mixte

Bienvenue chez votre syndicat

https://gsu-ssg.com/application/files/2016/8259/3904/Bienvenue_chez_votre_syndicat.pdf

The membership engagement survey was another Local development initiative I lead. With over 1,000 responses out of the entire GSU membership, it gave the Union leadership invaluable information to use from a good portion of the membership all across Canada, and from all the different workplaces we represent members in.



The success of the survey not only equipped Union leaders with ways to improve how we engage our members, it also helped connect members with GSU. Our Component relies on its membership for direction, and we can develop Locals properly when we listen to their needs and desires. The survey uncovered things members are satisfied with, but also highlighted challenges to overcome in the years ahead.

I believe the engagement survey accomplished its Local development objective and I am honoured to have established and led one of the biggest GSU successes this cycle. In the years ahead, I hope the results of the survey will be used wisely to help engage members and for the development of GSU Locals.



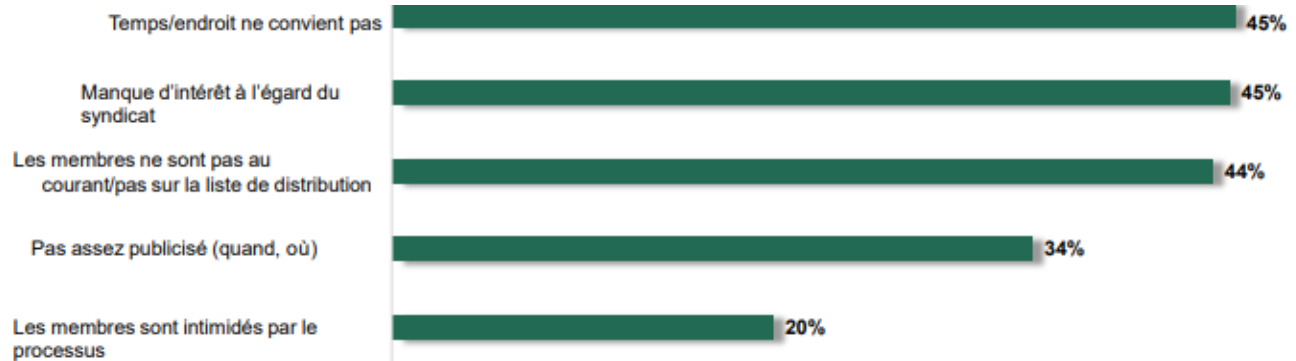
Reasons For Lack Of Participation

Time or location not being convenient (45%), lack of interest in the union (45%), and members are not aware/not on the distribution list (44%) are the main reasons for the lack of participation in certain locals' AGM.



Raisons pour le manque de participation

Temps ou l'endroit ne convient pas (45 %), manque d'intérêt pour le syndicat (45 %), et les membres ne sont pas au courant/pas sur la liste de distribution (44 %) sont les raisons principales pour le manque de participation à l'AGA au sein de certaines sections locales.



The personal learning and development of Union leaders' is another area I identified as a priority. Union leaders require training and education to ensure they can keep Locals afloat. I was able to examine the PSAC courses available to Union members in their respective regions, and directed GSU to advertise the registration link to the PSAC education page on our website. I hope members and elected officers take the time to view this section of our website to enhance your learning and development.

Resources for Members

Locals

- Atlantic
- Quebec
- National Capital
- Ontario
- Western
- Pacific
- Royal Canadian Mint

Ressources

Education

- Understanding Union Dues
- Strike
- Welcome to your

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Talking Union Basic (TUB)

PSAC E-Learning Platform

PSAC offer members a new way of accessing their education program by offering a high-quality, user-friendly online education program that can be accessed from any home computer or mobile device.

Online education extends the reach of our education program to members whose location or life circumstances make attending in-person sessions difficult. From our PSAC national website, the [Online Education Program](#) will offer online self-paced courses available at your convenience.

These courses are currently available:

- Welcome to Your Union
- Precarious Work – A Union Issue
- Grievances, An Overview

Ressources pour les membres du SSG

Sections locales

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- Québec
- Capitale nationale
- Ontario
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- Pacifique
- Monnaie royale canadienne

Ressources
Éducation

- Comprendre les cotisations syndicales

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ABC du syndicat

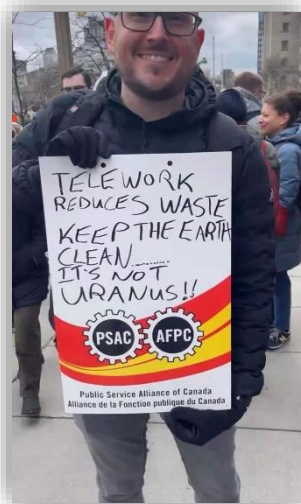
Plateforme de cyberformation de l'AFPC

L'AFPC offre à ses membres une nouvelle façon d'accéder à son programme de formation avec de la cyberformation convivial et de grande qualité. De plus, ce programme est accessible depuis tout ordinateur ou appareil mobile.

Les cours en ligne permettent d'étendre la portée du programme de formation de l'AFPC aux membres pour qui il est difficile de participer aux séances en personne. Le programme de cyberformation, accessible à partir du site Web national de l'AFPC, vous permet de suivre des cours en ligne à votre propre rythme.

Voici les cours sont présentement offerts sur la plateforme de cyberformation :

- Bienvenue à l'AFPC, votre syndicat



There is always a risk that Union volunteers' education and training does not stay up-to-date because of the precarious nature of an elected position. Union leaders are often left juggling different priorities, and sometimes their education and training are pushed down the priority list to meet members demands. Therefore, individual Union development through education and training is important, otherwise it could hamper Local development initiatives. Consequently, Union leaders that lack the appropriate skills and knowledge to run a well-functioning Local, could lead to more challenges and membership discontent.

That is why I pushed for a GSU "Pop-Up Education Kiosk" initiative. With the input of some National, Regional and Local level colleagues, it eventually evolved to become a GSU Regional Conference line item in the upcoming budget. I hope it will garner support amongst the membership, as I believe the sky is the limit when it comes to learning and development at an event like this!



9.F	GSU Young Workers Conference	150,000	0	150,000	0	150,000	
9.G	GSU Regional Conferences	0	377,500	377,500	0	755,000	Motion for new GSU Conference
9.H	Federation of Labour Conventions	6,000	0	0	10,000	16,000	
9.I	CLC Convention	24,000	0	0	35,000	35,000	
9.J	Development courses (Policy 10)	0	5,000	5,000	5,000	15,000	
9	Total Conventions & Conferences	320,000	470,500	570,500	168,000	1,209,000	

Prepared by: Monique Desrosiers, GSU Finance Officer

GSU PROPOSED BUDGET TO THE GSU NATIONAL COUNCIL
May 2-4, 2023

APPENDIX B.1, PAGE 2

9.F	Conférence des jeunes travailleurs/américains du SSG	150,000	0	150,000	0	150,000	
9.G	Conférences régionales du SSG	0	377,500	377,500	0	755,000	Motion pour nouvelle conférence du SSG
9.H	Congrès des 14 Médailles du travail	6,000	0	0	10,000	10,000	
9.I	Congrès du CTC	24,000	0	0	35,000	35,000	
9.J	Cours de perfectionnement (Politique 10)	0	5,000	5,000	5,000	15,000	
9	Total - Autres congrès et conférences	320,000	470,500	570,500	168,000	1,209,000	

Préparé par: Monique Desrosiers, Agente Financière du SSG

BUDGET PROPOSÉ DU SSG AU CONSEIL NATIONAL DU SSG
Le 2-4 mai, 2023

APPENDICE B.1, PAGE 2

Similarly, to the GSU Young Workers Conference I helped lead this cycle, I see these Conferences as a way for Union leaders to receive the necessary training for the purpose of developing their own personal Union skills in a designated learning space,



which is only made available to GSU Union officials. Each region would have the option to use these Conferences for the purpose of educating, developing and stabilizing Locals and to organize present and future Union leaders among other regional initiatives.

In the years ahead, GSU has an opportunity to enhance its Local Development and Education

committees. I believe education and Local development go hand in hand in, and it starts with an engaged membership. When the membership is engaged, it should be much easier to recruit and develop Union volunteers and give them the opportunity to create and develop new and existing Locals. So, we must make efforts to engage our members and elected officers to provide adequate education and training to empower and equip them with the tools and confidence to develop Locals. It would also be wise to have a designated squad act as a tiger team to support or revive locals in despair, instead of collapsing Locals into each other when they are inoperable. Afterall, we should be setting them up for success and not driving them towards failure.

3) Mental Health Support for Union Officials

Better education and an unbiased National study are necessary to help the Union better support the Mental Health of its volunteers.

Getting involved in the Union can come with personal challenges. Many Union volunteers are left trying to balance their personal, professional and Union lives. Unfortunately, this juggling act can be exhausting and eventually could affect the Mental Health of Union volunteers.

This is why I took the time to diligently listen to others, sought input from my colleagues and used my own experiences to develop a resolution that will hopefully help address the Mental Health struggles within our Union. I am asking for your support on resolution G-2-23, and hopefully it will gather enough backing from the GSU membership and make its way to the PSAC Triennial Convention for debate in 2024.



“Many hands make for light work!”
“Beaucoup des mains font un travail léger!”

G-2-23

**PUBLIC SERVICE ALLIANCE OF CANADA MENTAL
HEALTH SUPPORT STUDY FOR UNION ACTIVISTS**

ORIGINATOR: Local 70055

LANGUAGE OF ORIGIN: English

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 how the Union can better support the mental health for its activists at the start of the 2025-2027 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 2025-2027 cycle.

G-2-23

**ÉTUDE SUR LE SOUTIEN EN SANTÉ MENTALE POUR LES
MILITANT(E)S SYNDICAUX DE L'ALLIANCE DE LA
FONCTION PUBLIQUE DU CANADA**

SOURCE : Section locale 70055

LANGUE DE DÉPART : Anglais

ATTENDU QUE le militantisme syndical s'accompagne de risques et de défis pour la santé mentale, et;

ATTENDU QU'UN soutien limité est fourni aux militants syndicaux lorsque leurs rôles et responsabilités mènent à l'épuisement de la santé mentale, et;

ATTENDU QUE le syndicat perd des militants en raison de blessures et de problèmes de santé mentale;

IL EST RÉSOLU QUE l'AFPC mandate et finance un institut tiers pour mener une étude sur la façon dont le syndicat peut mieux soutenir la santé mentale de ses militants au début du cycle 2025-2027, et;

IL EST EN OUTRE RÉSOLU qu'un plan d'action sur la santé mentale pour les militants soit élaboré et mis en œuvre par l'AFPC à la fin du cycle 2025-2027.

Another initiative I brought forward was the promotion and advertisement of the Joint Learning Program (JLP) on the GSU website. The JLP offers education on a variety of topics, including training on Mental Health in the Workplace, and is a program offered all across Canada. Our members working at SSC and PSPC can request to have the JLP sessions offered in their workplaces.

Resources for Members

Locals

Atlantic

Quebec

National Capital

Ontario

Western

Pacific

Royal Canadian Mint

Ressources

Education

Understanding Union

Dues

Strike

Welcome to your

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For members working at PSPC or SSC, you also have access to the Joint Learning Program.

Talking Union Basic (TUB)

PSAC E-Learning Platform

Joint Learning Program

The Joint Learning Program (JLP) provides a unique opportunity for unionized public servants and their managers in the Core Public Administration to come together to build a healthier, more productive workplace.

Among their core workshop, you will find Duty to Accommodate, Employment Equity, Labour-Management Consultations, Mental Health in the Workplace, Preventing Harassment and Violence in the Workplace, Respecting Differences/Anti-Discrimination and Understanding the Collective Agreement.

Ressources pour les membres du SSG

Sections locales

Atlantique

Québec

Capitale nationale

Ontario

Ouest

Pacifique

Monnaie royale canadienne

Ressources

Éducation

Comprendre les cotisations syndicales

EDUCATION

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Pour les membres travaillant pour SPAC ou SPC, vous avez également accès au Programme d'apprentissage mixte.

ABC du syndicat

Plateforme de cyberformation de l'AFPC

Programme d'apprentissage mixte

Le Programme d'apprentissage mixte (PAM) offre une occasion unique aux fonctionnaires syndiqués et à leurs gestionnaires de l'administration publique centrale de se réunir pour créer un milieu de travail plus sain et plus productif.

Parmi les ateliers de base, vous trouverez l'obligation d'adaptation, l'équité en matière d'emploi, les consultations patronales-syndicales, la santé mentale en milieu de travail, la prévention du harcèlement et de la violence en milieu de travail, le respect des différences/l'anti-discrimination et la compréhension de la convention collective.



One of the JLP barriers is that it is only offered in workplaces that fall under the Treasury Board, however they do sessions within Union events. Not only would this benefit our members at PSPC and SSC, it would also benefit our Non-Treasury Board members, such as those at the Royal Canadian Mint. I encourage members to check out the JLP section on our website (as shown in the image above) for more information, and connect with GSU leaders to see if this is something they can help arrange at Union events or in your workplaces.

Mental Health deterioration is rampant across the entire Union and societal stresses also plays a factor in peoples wellbeing. I am hopeful that both these initiatives will deliver results that will help improve the Mental Health support for Union volunteers within GSU, and also across the entire PSAC in the years ahead. Who knows, it may help people in their day to day lives too!



Final Thoughts...

**A good pioneer has no fixed plans and is not intent on arriving,
so my next adventure awaits, somewhere!**

I am honoured to have represented the GSU membership at the National level over the last two years, and delivered on all of my campaign promises. They include creating a consultation map and initiatives to support Local development and Mental Health for Union volunteers.



I have made the very difficult decision to shift gears, and focus on me and my career in the coming years. I am excited to see where the future takes me, and I want to sincerely thank the entire membership for believing in me, and selecting me to be one of your National Vice-Presidents for the last several years.

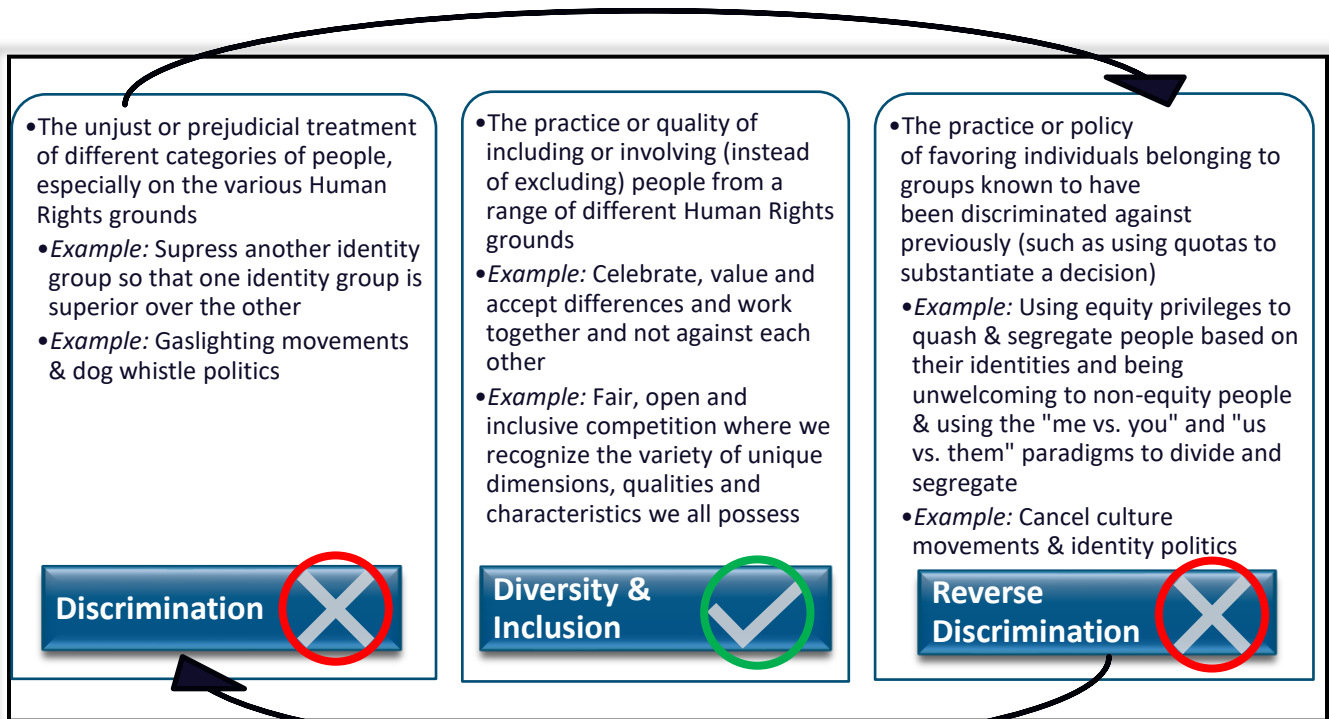
In closing, there are some very important remarks I want to make to the membership. We must fight to protect our democratic systems and conserve the trust we instill in them. Don't let populism erode the system, and take the time to do your homework before casting votes. Things like collective

bargaining is part of the fight for our democracy, and Unions play a big role in preserving democracies and autonomy in Canada. Let's face it, the bureaucracy in Unions is aggravating, but for good reason! Just like dealing with the approval delays in your job or getting a builders permit from the city, Unions too can be discouraging. The systems and structures make it challenging to navigate and understand, but it's the exact same frustrations people deal with when calling customer service lines. Increasing Union dues feels like increasing taxes, and attending an unstructured Union meeting can be dull, but Unions are essential to our democracy. From wage disparities to political inequalities, Unions are an effective tool to challenge the powerful elite. If

Unions disappear, then democracy itself is weakened and freedom of expression and association (as found in our Charter of Rights and Freedoms) are at risk of erosion. Therefore, I encourage the membership to work together through the bureaucracies, and find ways to remain united.



Secondly, our Union needs to break the cycle and stop feeding into the extreme polarization that divides and discriminates people. The principles of the Union include unity and solidarity, so our elected officers need to recognize when they are dividing the membership instead of uniting them. We must focus on workplace health and safety needs, administering our collectively bargained rights, and respecting all aspects of human and charter rights. Using equity privileges to separate members is a tactic that is putting members against members, and that is not helpful when we are trying to achieve our collective goals. After all, the Union is responsible for representing all its members best interests, and so are its elected officers. We need to get back to the center pillar (as identified in the chart below) and work together to embrace and celebrate our unique differences via diversity and inclusion!





Lastly, we've seen the impacts of climate change worldwide, and now it is affecting our members more than ever. The indirect impacts of climate change include increased conflict as a result of the necessities humans rely on, such as shelter, food and water. Our members' homes, workplaces and communities are being ruined by severe weather conditions that we've rarely seen

before. In my opinion, this is one of the most important issues facing humanity, in turn making it an important Union issue that our membership needs to get behind immediately. If we don't collectively act now, it will only get worse. Therefore, we must push the climate crisis emergency into our consultation agendas with our employers, and ensure we use an environmentally friendly lens when influencing decisions at these tables, and also when making changes in the Union. I believe the Union has the power to influence change, push for wildlife protections, sustainable ecosystems, and ensure the Health and Safety of future generations is a priority.

On that note, I am jumping into a journey of the unknown. I am an adventurer, and am excited to embark on my next challenge; wherever it will take me! And depending on the opportunities that arise, just know that I can't open doors that aren't open. But if a door opens, I would consider walking through. Therefore, if the membership comes knocking, just make sure to knock loud enough and I'll answer if I haven't ventured into another journey. And don't forget to re-wild your lives, after all there is no Wi-Fi in the forest... but I promise you'll find a better connection there!



Kevin Hanson
GSU National Vice-President



Appendix ‘H’ – Report of the By-Laws Committee

GSU 9th Triennial National Convention

July 5-6, 2023 – Ottawa, ON

INTRODUCTION

Subject to ratification by the Convention, the following delegates to Convention were named to the Convention By-Laws Committee by GSU National President:

Chair

Kelly Bush National Vice-President, Equity

Co-Chair

Nicole Rousseau Regional Vice-President, NCR

Members

Sarah Bolger Local 90011 President, Newfoundland & Labrador

Anthony Drozdowski Regional Vice-President, Nova Scotia

Joel Kowerko Local 50057 President, Mint Winnipeg

Caroline Manyk Local 30001 President, Edmonton & Northern Alberta

Simon Pazdor Local 30001 President, Winnipeg

Will Tait Regional Vice-President, NCR

The Convention By-Laws Committee met on July 5th and 6th, 2023 in Ottawa.

During its deliberations, the Committee reviewed 19 resolutions. To facilitate the tracking of proposed amendments, new language is highlighted in green while existing language to be removed is struck through in red.

The following resolution was ruled out of order and referred back to the submitting body by the GSU National President. The submitting body was advised in writing and the resolutions are included in Appendix “A” of the Committee’s report and include:

B-19-23 - This resolution is referred back to the submitting body as stipulated in Section 17, subsection (8) of the PSAC Constitution, Triennial National Conventions are chaired by the National President.

Appendix “B” includes all the resolutions covered by other resolutions in the main body of the Committee’s report.

The Committee established its priorities as follows:

1. **B-01-23** Composition of National Council
2. **B-02-23** National Council Meetings
3. **B-20-23** Expense Claim Processing Time
4. **B-18-23** GSU Standing Committees
5. **B-03-23** National Council Meeting
6. **B-06-23A** Duties of National Vice-Presidents
7. **B-04-23A** Duties of National Officers
8. **B-16-23** GSU Conferences
9. **B-17-23** Selection of Alternate Delegates to PSAC National Convention
10. **B-10-23** Finances

The Committee wishes to thank all the staff at the GSU who assisted before, during and after the Committee's deliberations and in the preparation of this report. The Committee would particularly like to acknowledge David Girard and Dominique Barrette (Technical Advisors) for their work on behalf of the Committee.

The Bylaws Committee worked well together and had respectful, thoughtful discussions. I want to acknowledge and thank each member of the Committee including my Co-chair, Nicole Rousseau, for their hard work and contribution.

Respectfully submitted on behalf of the Committee

Kelly Bush
Chairperson

Appendix 'I' – Report of the General Resolutions Committee

GSU 9th Triennial National Convention

July 5-6, 2023 – Ottawa, ON

INTRODUCTION

Subject to ratification by the Convention, the following delegates to Convention were named to the General Resolutions Committee by GSU National President:

Chair

Kevin Hanson National Vice-President

Co-Chair

Linda Harding Regional Vice-President, Lower B.C. mainland, incl. Vancouver

Members

Sina Agah Local 70013 President, NCR

Steve Colterman Regional Vice-President, NCR

Sheldon Jacobs Regional Vice-President, Manitoba & Saskatchewan

Shannon Mayer Local 40007 President, Saskatchewan

Leanne Moss Regional Vice-President, Newfoundland & Labrador

Michael Murphy Local 90031 President, Prince Edward Island

Suzanne Sirois Local 70017 President, NCR

The General Resolutions Committee met on July 5th and 6th, 2023 in Ottawa.

During its deliberations, the Committee reviewed 36 resolutions.

The following resolutions were ruled out of order or referred back to the submitting body by the GSU National President. The submitting body was advised in writing and the resolutions are included in Appendix "A" of the Committee's report and include:

G-18-23, G-35-23 - These resolutions or parts of resolutions are referred back to the submitting body as per Section 17, Sub-Section (6)(b) of the PSAC Constitution states that any resolution dealing with collective bargaining demands, such as wages, or the priority of a demand should not normally be dealt with by the Convention. In other words, only collective bargaining resolutions that address a policy matter will normally be placed before the Convention delegates.

Appendix "B" includes all the resolutions covered by other resolutions in the main body of the Committee's report.

The Committee established its priorities as follows:

1. **G-14-23** Mental Health Training for Elected Officers
2. **G-32-23** GSU Mentoring Program
3. **G-33-23** Strike Pay Benefit Increase
4. **G-02-23** PSAC Mental Health Study for Union Activists
5. **G-23-23** Two-Tiered Pension Plan
6. **G-10-23** National Committee Feasibility of a Men's Group
7. **G-16-23** GSU Health, Safety & Environment Summit
8. **G-30-23** Increasing Member Education Allowances
9. **G-15-23A** Broadcasts of GSU National Conferences & Conventions
10. **G-05-23A** PSAC Find Your Union Contact Website Improvement

The General Resolutions Committee would like to thank all the staff at the GSU who assisted before and during the committee's deliberations and in the preparation of this report. The committee would particularly like to acknowledge Dominique Barrette (Technical Advisor) for her work on behalf of the committee and the membership.

We had an extensive number of resolutions to address over two days. The committee worked well together and had respectful and thoughtful discussions. I want to acknowledge and thank each and every member of the General Resolutions Committee including my Co-chair, Linda Harding, for their hard work and contributions.

Respectfully submitted on behalf of the Committee,

Kevin Hanson
Chairperson