



GSU National Council Meeting

Meeting Minutes

May 15, 2024

Virtual Zoom Meeting

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1. Call to Order

The meeting of the GSU National Council was called to order at 12:36 p.m. on Wednesday May 15, 2024, with GSU National President (NP) Bruce Roy in the Chair, and the following participants in attendance:

Participants:

Bruce Roy	National President
Martine Babcook	National Vice-President (joined late)
William Tait	National Vice-President, Equity
Steve Colterman	National Vice-President
Sina Agah	Regional Vice-President, National Capital Region
Sarah Bolger	Regional Vice-President, Newfoundland, and Labrador
Anthony Drozdowski	Regional Vice-President, Nova Scotia
Mélanie Hamel	Regional Vice-President, Quebec East including Quebec City
Sheldon Jacobs	Regional Vice-President, Saskatchewan, and Manitoba
Azra Jusuf	Regional Vice-President, Ontario Region, excluding the National Capital Region
Jason Lapointe	Regional Vice-President, Royal Canadian Mint
Andrea Lima	Regional Vice-President, Vancouver and Lower Mainland
Ian Leblanc	Regional Vice-President, National Capital Region
Troy MacDonnell	Regional Vice-President, New Brunswick, and Prince Edward Island
Jean-Michel Riel	Regional Vice-President, National Capital Region
Reni Stein	Regional Vice-President, Vancouver Island, remainder of British Columbia and the Yukon Territories
Chantal Umphrey	Regional Vice-President, Alberta, Nunavut, and the Northwest Territories

Note: One vacant Regional Vice-President position - Quebec West

Regrets:

Paul Paquette Regional Vice-President, National Capital Region

Observer:

Christian Smith Acting Local President 70019

Staff:

Dominique Barrette	Director, Communications, Political Actions & Administration
David Girard	Director, Representation & Labour Relations
Ray Hall	Finance Coordinator
Maria Thomas	Executive Assistant to the National President
Diane Rancourt	Communications & Administrative Assistant

Announcements

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

Simultaneous Translation Services:

- Simultaneous translation services were provided for this meeting.

Land Acknowledgement:

- The National President acknowledged that the land on which we are gathered is the traditional unceded territory of the Algonquin Anishinabeg People.

Moment of Silence:

- The National President requested a two-minute silence to honor the memory of Marc-André Guignard, former Local President of 60009, who recently passed away.

2. Approval of Agenda

m/s Steve Colterman / William Tait

That the agenda be adopted as presented.

Motion carried.

(Appendix 'A')

3. Hours of Session

m/s William Tait / Steve Colterman

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

May 15, 2024 12:30 p.m. – 5:00 p.m.

Motion carried.

4. Approval of Previous Minutes

a) Minutes of September 25, 2023, Delta Ottawa

m/s Steve Colterman / Will Tait

That the minutes of September 25, 2023 be adopted as presented.

Recorded vote #1. Motion carried.

b) Minutes of September 26 – 28, 2023, GSU Convention.

m/s Steve Colterman / Will Tait

That the convention minutes of September 26 – 28, 2023 be adopted as presented.

Recorded vote #2. Motion carried.

5. Reports of the Elected Officers

a) National President

National Vice-President, Steve Colterman assumed the Chair. (12:47 p.m.)

m/s Bruce Roy / Steve Colterman

That the National President's report be adopted as presented.

The National President wishes to add to his report by stating that since he handed in the report, there has been discussion to have members go into the office three days a week starting in September. He adds that like everyone else, he too got this news from the media. GSU represents thousands of employees and we want to know what the plan is moving forward. The person that made the announcement was herself working from home and has since been on a leave of absence. Downtown areas have become dangerous across the board; security should be a priority. Many issues and concerns should be addressed.

Recorded vote #3. Motion carried.

(Appendix 'B')

National President assumed the chair at 12:57 p.m.

b) National Vice-Presidents

m/s William Tait / Martine Babcook

That the reports of the National Vice-Presidents, Martine Babcook, Steve Colterman and William Tait, Equity be adopted as presented.

Recorded vote #4. Motion carried.

(Appendix 'C')

c) Regional Vice-Presidents

The National President ask National Council if anyone wishes to address their reports.

Here's a summary of the comments made by some National Council members:

- **Anthony Drozdowski:** Mentioned some changes, specifically the 3 day/week push, and is currently handling consultations.
- **Troy MacDonnell:** Agreed with Anthony's points and is also handling consultations.
- **Mélanie Hamel:** Noted that the 3 day/week announcement surprised everyone.
- **Sina Agah:** Nothing to add, busy as ever and working hard.
- **Ian Leblanc:** Shared that local 70019 appointed Christian Smith as the Acting Local President and the secretary as Acting Vice-President, hoping the local can be in good standing.
- **Azra Jusuf:** Agreed with Anthony's points about representation struggles, mentioned having a few representatives on the ROSH committee, and will contact Anthony to discuss consultations further.
- **Andrea Lima:** Interested in contacting Anthony to discuss consultations.
- **Reni Stein:** Reviewing consultations and interested in connecting with everyone about management information sharing issues.
- No other comments from the National Vice-Presidents or Regional Vice-Presidents.

m/s Steve Colterman / William Tait

That the Regional Vice-Presidents reports be adopted as presented.

Recorded vote # 5. Motion carried.

(Appendix 'D')

6. GSU Finance Committee

a) Report

Martine Babcook, chair of the Finance Committee, tabled a report and introduced the committee members which are stated in her report.

Mélanie Hamel presented the following two motions:

b) Motions

m/s Martine Babcook / Mélanie Hamel

F-01-24 Financial Aid to Locals in case of Strike

WHEREAS GSU must support the Locals and members on the picket line ;

WHEREAS there is no written Regulation or Policy for GSU to support Locals during a strike;

WHEREAS the needs of the locals can change from time to time ;

WHEREAS that we are never sure of when a strike is called ;

BE IT RESOLVED the Standing Finance Committee with consultation with the National President has approved a grant will be given to every local who have members in a strike position to help mobilization on the picket line ;

BE IT FURTHER RESOLVED that amount of the grant and the guidelines for its use will be determined at the time of the strike to reflect the needs of the Local and GSU Financial Situation.

Recorded Vote # 6. Motion Carried.

m/s Martine Babcook / Mélanie Hamel

F-02-24 Members guest at GSU functions

WHEREAS GSU often organizes a social event at during conventions or conferences ;

WHEREAS GSU wishes to allow members to bring a guest to these events ;

WHEREAS GSU social events are already costly and in the past GSU had a lot of “no-shows”

BE IT RESOLVED THAT GSU members attending a GSU social event at a conference or convention may be accompanied, but will be responsible for the costs for their guest ;

BE IT FURTHER RESOLVED that for GSU specific events, such as Local Presidents Conference or GSU Convention, GSU National Office will determine the cost of the event and provide the information to the participants with the procedure to be followed to clear the amount to be paid during the registration process.

Recorded Vote # 7 Motion Carried.

m/s Martine Babcook / Mélanie Hamel

That the Finance Committee Report be adopted as presented.

Recorded Vote # 8. Motion Carried.

(Appendix ‘E’)

7. GSU By-Laws Committee

a) Report

m/s William Tait / Reni Stein

That the By-Laws Committee Report be adopted as presented.

Recorded Vote # 9. Motion Carried.

(Appendix ‘F’)

8. GSU Education Committee

a) Report

m/s Steve Colterman / Azra Jusuf

That the Education Committee Report be adopted as presented.

Recorded Vote # 10. Motion Carried.

(Appendix 'G')

9. GSU Local Development Committee

a) Report

m/s Steve Colterman / Jean-Michel Riel

That the Local Development Committee Report be adopted as presented.

Recorded Vote #11. Motion Carried.

(Appendix 'H')

10. GSU Equity Committee

a) Report

William Tait adds that the committee is hard at work creating sub-committees. Communication has greatly improved thanks to Diane Rancourt and Dominique Barrette for setting up the HR tab on the website – fantastic job. He also mentions that they are working alongside the Local Development Committee on a pilot project with Jean-Michel Riel and Local 70013 to engage membership. Promoting events aligns well with the Equity committee's initiatives, and we should strive to engage more within our communities.

b) Motion

m/s William Tait / Sarah Bolger

Resolution for a name change of the Equity Committee to Human Rights Committee (National Council meeting 15 May, 2024)

WHEREAS the term human rights encompass rights that are considered to belong to all persons;

WHEREAS the terms equity seeking or equity deserving is restricted to narrowly defined limits;

WHEREAS equity issues fall under Human Rights Committees at the Public Service Alliance of Canada and its other Components;

WHEREAS GSU strives to represent the human rights of all its members whether they identify as a member of an equity group or not;

WHEREAS the current name of the committee is restrictive and could be considered exclusionary to members, including equity members, who choose not to identify with an equity group.

BE IT RESOLVED that GSU in this cycle (2023-2026) permanently rename the Equity Committee to the Human Rights Committee to expand its scope of work to include equity and broader human rights issues. As well as to align GSU with the common practices of the bargaining agent and its components.

Recorded Vote #12. Motion Carried.

m/s William Tait / Sarah Bolger

That the Equity Committee Report be adopted as presented

Recorded Vote #13. Motion Carried

(Appendix 'I')

11. GSU Union Recognition Committee

a) Report

Anthony mentioned that the committee is awesome and extremely dynamic, with all members highly engaged. We are pleased to announce that the bursaries for the 2024-2025 academic year have been posted on the GSU website. He thank Diane Rancourt, staff resource person, who has been wonderful to work with. Anthony expressed his gratitude for her ongoing support, which has been invaluable to the committee's success.

In response to Mélanie's inquiry about the new addition for an award, Anthony advised that this matter is currently under discussion within the committee. More information will be shared at a later date.

m/s Anthony Drozdowski / Ian Leblanc

That the Union Recognition Committee Report be adopted as presented.

Recorded Vote #14. Motion Carried.

(Appendix 'J')

12. Report of the Young Workers Committee

m/s Jean-Michel Riel / Sarah Bolger

That the Young Workers Committee Report be adopted as presented

Recorded Vote #15 Motion Carried.

(Appendix 'K')

13. Ratification of new committees

a) Workforce Adjustment

m/s Bruce Roy / Steve Colterman

National President explains that he anticipates an upcoming Work Force Adjustment (WFA) situation. In preparation for this potential WFA, GSU aims to set up a committee for the remainder of this cycle. Steve Colterman adds that while the idea is great, he questions if there is a cost involved and if there is a budget allocated for this purpose. The National President advises that there is no cost, as this is simply for mobilization purposes.

Recorded Vote #16. Motion Carried.

b) Technical changes

m/s Martine Babcook / Steve Colterman

National President advises that with new changes such as AI, GSU needs to be cautious and stay on top of these developments. He adds that the same NVP/RVP would sit on both committees.

Recorded Vote #17. Motion Carried.

The National President concludes by stating that since both motions have been carried, anyone interested in participating in these committees should let GSU know.

14. Broadcasts of GSU National Conferences & Conventions (G15-23A)

National President mentions that members have brought forth concerns regarding broadcasts. While the National Council has no authority to reverse decisions made at the Convention, the main focus is to ensure everything is extremely safe for all involved. William Tait adds that some members worry about meetings being hacked and the possibility of cyberbullying. Online forums need to be diligently monitored. Since broadcasts can be viewed by anyone, this could potentially violate privacy acts.

m/s William Tait / Martine Babcock

To create a working group tasked with studying the resolutions and providing recommendations.

Recorded Vote #18. Motion Carried.

15. Update on resolutions passed at the GSU 2023 Convention

- a) **G-14-23 Mental Health Training for elected officers:** GSU is introducing compassionate fatigue training at our upcoming Local Presidents' Conference. Mélanie Hamel recommends expanding this training to include recognition of mental health issues as well.
- b) **G-32-23 GSU Mentoring Program:** This is now integrated into the Regional Conferences, featuring sessions Back to Basics and Health & Safety.

16. Update on GSU Events

Summary of events:

- a) **Regional Conferences:** This is on-going.
- b) **Advocacy & Representation on Racism Workplace Workshop:** The call out letter has been sent and National Council should be in the process of booking their travel.
- c) **Local President Conferences 2024 & 2025:** The LPC for 2024 is being held in Halifax Nova Scotia and in 2025 in Calgary Alberta. The travel and registration for the 2024 LPC should be done, if not please do so as soon as possible. GSU will be having a social event on September 18th in Halifax to commemorate GSU's 25th anniversary. More information to follow on this event. National Council will be meeting the Tuesday the 17th for an afternoon discussion. Send topics you would like discussed to GSU by the end of May.

d) **GSU Equity Summit:** January 2025 in Ottawa, ON.

e) **GSU Health, Safety & Environment Summit:** September 2025, Montreal, Quebec

f) **GSU Young Workers' Conference:** November 2025, Ottawa, ON

g) **GSU 2026 Convention:** September 2026 at the Delta Hotel, Ottawa, ON

17. New Business

No other business was added.

18. Round Table

The meeting concluded with a round-table discussion during which the following National Council members spoke.

Ian Leblanc: He thanked GSU staff for their hard work preparing the National Capital Regional Conference. Unfortunately, Local 70019 was unable to attend, and he wanted to know if Local 70019 could attend another region conference

Steve Colterman: He wanted clarification on the GIC. Ray Hall, who oversees the finance provided and explanation.

Anthony Drozdowski: He reverts back to the three-day-per-week office schedule, citing its potential to create bottlenecks and hinder progress.

Bruce Roy: He thanked the interpreters, National Council, Observers, and everyone involved, and is looking forward to seeing everyone at the PSAC Convention.

19. Adjournment

The meeting adjourned at 3:27 p.m.

Action items:

Item 13b) Tech change: Names of Committee Members.

Item 18 (Round Table): As Local 70019 was unable to attend the NCR Regional Conference, he is requesting that the executive be able to participate in a regional conference from another region. The participation attending a regional conference would be invaluable.

Recorded votes

Legend / Légende: 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	Minutes - Sep 25	Conv. Minutes 2023	NP Report	NVPs Reports	RVPs Reports	F-01-24	F02-24	Finance Report	By-Laws Report	Education Report	LD C Report	Equity - Motion	Equity Cttee Report	UR Cttee Report	YW Cttee Report	WFA Cttee Motion	Tech -Motion	Broadcast
Vote Number / Numéro de vote	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Babcook, Martine, NVP	4	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Colterman, Steve, NVP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Tait, William NVP, Equity	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Agah, Sina	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	4	4	1
Bolger, Sarah	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Drozdowski, Anthony	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Hamel, Mélanie	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Jacobs, Sheldon	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Jusuf, Azra	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Lapointe, Jason	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Lima, Andrea	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Leblanc, Ian	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
MacDonnell, Troy	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Paquette, Paul	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Riel, Jean-Michel	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Stein, Reni	1	1	1	1	1	1	3	1	1	1	1	1	1	1	1	1	1	1
Umphrey, Chantal	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Roy, Bruce, NP	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1



Appendix 'A' – Agenda

GSU National Council Meeting

May 15, 2024

1. Call to Order
2. Adoption of Agenda
3. Hours of Sessions

Wednesday, May 15, 2024 12:30 p.m. – 5:00 p.m.
4. Approval of Minutes:
 - a) September 25, 2023 – National Council Meeting
 - b) September 26 to September 28, 2023 – GSU Convention
5. Reports of Elected Officers:
 - a) National President
 - b) National Vice-Presidents
 - c) Regional Vice-Presidents
6. GSU Finance Committee:
 - a) Report
 - b) Motions
7. GSU By-Laws Committee:
 - a) Report
8. GSU Education Committee:
 - a) Report
9. GSU Local Development Committee:
 - a) Report
10. GSU Equity Committee:
 - a) Report
 - b) Motion
11. GSU Union Recognition Committee:
 - a) Report
12. GSU Young Workers' Committee:
 - a) Report

13. Ratification of new committees:
 - a) Workforce Adjustment
 - b) Technical changes
14. Broadcasts of GSU National Conference & Conventions (G-15-23A)
15. Update on resolutions passed at the GSU 2023 Convention:
 - a) G-14-23 Mental Health Training for elected officers
 - b) G-32-23 GSU Mentoring program
16. Update on GSU events:
 - a) Regional Conferences
 - b) Advocacy & Representation on Racism Workplace workshop
 - c) Local President Conferences 2024 & 2025
 - d) GSU Equity Summit
 - e) GSU Health, Safety & Environment Summit
 - f) GSU Young Workers' Conference
 - g) GSU 2026 Convention
17. New Business
18. Round Table
19. Adjournment

Appendix 'B' – Report of the National President, Bruce Roy
Presented to GSU National Council
May 2024

My friends;

Six months went by since I was re-elected at our National Triennial Convention in September 2023 and 4 months in our new 2024-2026 cycle.

Membership

Our membership has kept on growing since I last reported on it. We now have a steady monthly membership of over 12,000 dues-paying members. Our National Office works diligently every month to ensure that members that should be allocated to GSU are transferred to us. We currently have a jurisdictional dispute with another component for some members at PSPC that are currently not under our jurisdiction. It is my hope that by the end of the year, both GSU and the other Component will come to an agreement to transfer those members to GSU which would mean that the Government Services Union would be representing all PSAC members at PSPC.

Our rand numbers also keep on decreasing thanks to the ongoing effort of each local executive to have their members sign their membership card. The less rands we have, the more delegate entitlement GSU gets at PSAC Conferences and Conventions and the greater we can have an influence on the direction taken by PSAC.

National Council

New members make up almost half of our National Council. It is an exciting and promising time for GSU. I had the opportunity to spend some time with our National Council in January during its leadership retreat where longstanding members and new commers spent two days getting trained on various topics to better support our members. There is no doubt in my mind that GSU, by far, has the most qualified and dedicated leaders.

GSU Locals

AGM season is underway with most locals conducting their meetings virtually. I attend local AGM whenever I am available with immense pleasure. While some of our locals keep on growing others are seeing a drop in their membership compared to last year – something I want to keep a close eye on.

We also kicked off our series of Regional Conferences. Throughout 2024 and 2025, all local executives will meet during a regional conference and get training on key elements of union activism. I am also excited to announce that during those conferences, a portion of the program focuses on mental health and compassion fatigue.

GSU Standing Committees

I have been with GSU for 15 years now and I believe it is the first time that I have seen such dedication from everyone involved in one of GSU committees. Please take the time to read each committee's report.

GSU National Office

Since our Convention, GSU National Office welcomed a new union representative that some of you might know from his past involvement in GSU, Kevin Hanson. On January 22, 2024, we also said farewell to Monique Desrosiers and welcomed Ray Hall as our new Finance Coordinator. We have a solid team.

Labour-Management Consultations

As National President, I sit and co-chair a lot of union/management consultation committees, along with other members of our National Council. Although I am seeing progress in how the employers is consulting with us, I still find that often, we are sitting in an information session rather than a consultation meeting. From the cuts in spending announced by the federal government to the implementation of a new pay system, it is crucial that GSU be at the fore front of what is happening and be proactive rather than reactive.

I continue solidifying relationships with key stakeholders at PSPC and Shared Services by meeting with them regularly. I am hoping to be more involved with the Mint decision makers in the new cycle.

Conclusion

Where the 2021-2023 cycle was filled with uncertainty post-covid and the strike situation, we will not be navigating in calm waters 2024-2026. What will be the outcomes of the spending cuts? Will we have a new government in 2025? And what about Phoenix?

Whatever the case, one thing is certain, I will be there for you. To all GSU members, whether you work for RCM, SSC or PSPC, thank you for what you do for Canadians and for you colleagues.

Finally, I cannot express enough how grateful I am for you, GSU activists. You are the backbone of the labour movement, and your dedication is an inspiration to me. I hope to live up to your commitment and wholeheartedly consider it a privilege to server as your president for a second term in 2024-2026.

Respectfully submitted,



Bruce Roy
National President, Government Services Union

Appendix 'C' – Report of National Vice-President, Martine Babcook

Since my re-election as National Vice-President it has been a busy time with new roles and responsibilities. I was given the portfolio of Shared Services Canada (SSC) which I took over from Kevin Hansen. I must say consulting with a new department with 14+ branches have been a big learning curve and challenging but with the help of Paul Paquette RVP for NCR and Susanne Sirois Local President for SSC the learning curve has been easier.

I'm currently consulting with two PIPSC members who I've known for many years from being part of IT when it was known as GTIS. This familiarity has facilitated a smooth transition into my current role. On January 29, 2024, the Unions received an invitation from SSC Ombudsman to discuss his report from June of 2023, along with addressing issues brought forward by our members and understanding the roles and responsibilities of his team. I recommend when addressing workplace issues with your members, they consider reaching out to the Ombudsman for SSC and PSPC as well. You may have participated in a meeting or town hall with the Ombudsman or one of their team members, who have been actively engaging with members in various regions.

As the Chair of the GSU Finance Committee we will be meeting in person in April of 2024 with the new GSU Finance Officer Ray Hall who has replaced Monique Desrosiers who has taken a well-deserved retirement. At the GSU National Convention in September of 2023 the Committee presented a no dues increase budget with a whole bunch of improvements to help Locals with engaging new members in the Local and the continued support for the RVPs.

I was also appointed to the PSAC Finance Committee for the upcoming PSAC Convention in May of 2024. We met in Ottawa from May 21 to May 27 2024, and will be presenting a no dues increase budget. There are many resolutions with costs and if adopted on the convention floor will end up in dues increase. I am happy to report that a resolution submitted by GSU for Education Allowance from \$50 to \$100 a day for members who attend PSAC Training on the weekend was #2 on our top concurrence resolutions.

As lead on WFA (Work Force Adjustment) at this time there is nothing to report.

I continue to be part of National Health & Safety Committee and National PSPC Consultation along with the other NVP's and the NP.

I have attended numerous local AGMs and am grateful for the invitation to assist in any way possible and to introduce myself to your membership.

Respectfully submitted by,
Martine Babcook, National Vice President

Appendix 'C' – Report of the National Vice-President, Steve Colterman

September 2023 to May 2024

Well, it has been whirlwind since the 2023 GSU Triennial Convention. In getting up to speed in my new role, I have been assigned to participate on the following GSU and Employer/Union Committees.

National LMCC
National Health & Safety Policy Committee
Real Property LMCC
Corporate Services LMCC
Defense Marine & Procurement Branch LMCC
Digital Services LMCC
Science & Parliamentary Infrastructure Branch LMCC
GSU Education Committee
GSU Local Development Committee

I have participated in a few consultation meetings so far, I am getting accustomed to the information being shared but recognize that we, GSU, have more work to do to hold our employers accountable. It is for this reason I have been working with my NVP counterparts, our President and GSU staff, on first developing a method to coordinate all of this information traffic. When we are not in meetings or doing union business, we have been working through some technical issues of the Dashboard, we are making great progress and are almost ready to go.

In addition to the very busy meeting schedule, I have been working on my election priorities of addressing issues that affect workers, our members. As we have witnessed over the years and more recently in the press, we have an employer that is not interested in focusing on the details of well-run programs and projects and this sheds a negative light on the hard work GSU and PSAC members do every day. Scandals like we are seeing at CBSA and Health Canada with the ArriveCan app and at DND with the revelation of DND staff serving as CEOs of companies winning very lucrative contracts for the Government of Canada. While GSU members work under very strict conditions to avoid conflicts of interest, those with “friends” in high places flaunt the rules. And of course, there is the ever-ongoing Phoenix debacle. Don't think I need to get into that any further here.

I have also noted and have been advised by members, other areas within the workplace where GSU intervention is desired, and I will be reaching out to RVPs to work together on initiating actions to correct these workplace issues. If you have initiatives with which

you would like assistance or may benefit GSU members nationally, please feel free to let me know how I can assist.

My activities:

Fairness for Gatineau

Working with RVP Jean-Michel Riel and the PSAC Regional Action Committee in the NCR, I am proud to announce a GSU initiated a campaign I initiated. This campaign seeks to petition and if needed, pressure the employer, to treat our GSU and all public servants on the Gatineau Quebec side of the Ottawa River equitably to those on the Ottawa side in regard to the GCC working site distribution. Currently there are sites on the Ottawa side in deep east, west and south ends along with downtown however there are only downtown and north end locations in Gatineau. We feel east and west locations in Gatineau should be available as well. Locations in these communities will permit members to work in their communities, cut down on costly commutes and contribute to Greening initiatives. If you wish to follow this campaign, please feel free to follow or join the campaign at <https://psac-ncr.com/join-the-campaign-fairness-for-gatineau/> .

PSAC National Board of Directors (NBOD)

I joined our National President for the PSAC National Board of Directors meeting in Ottawa from March 5 to 8 and from October 31 to November 3. These were great opportunities to connect with leaders from all of the 15 other PSAC Components and Regional Executive Vice Presidents from around the country. Although the content was of a very high level of PSAC business, I found it a great learning opportunity.

Ontario Federation of Labour (OFL)

I joined GSU NCR members in attending the Ontario Federation of Labour (OFL) in November 20 to 24 in Toronto. It was a great eye-opening opportunity to connect with colleagues from the private sector, provincial and municipal unionized workplaces from Ontario. The issues were definitely different then we see at the federal level, they do have their own challenges and there are many opportunities for collaboration and support workers of all sectors. I encourage RVPs and Locals to participate in your provincial and territorial federations of labour.

Local AGMs

I was overjoyed to be invited to attend a few Local AGMs this year. I was quite impressed with the level of professionalism and member engagement I witnessed in these meetings. I would like to congratulate the new and re-elected members of all locals and the RVPs

that support them. I look forward to branching out, getting to know more of our elected leaders and hopefully participating in more events.

I would like to thank you all for electing me NVP and say, I am enjoying my new GSU role and look forward to continuing to work collaboratively with GSU volunteers to improve the working lives of our members. I would like to thank the GSU staff who support us in attending these meetings and taking care of all the logistics involved. There are many great initiatives planned for GSU in the current cycle, regional conferences, Local Presidents conference along with the Equity, Young Worker and Occupational Health and Safety (OSH) conferences. I encourage GSU locals and National Council members to make time to attend and benefit from all the great work, information and networking these opportunities provide.

Respectfully submitted by,

Steve Colterman
National Vice-President of the Government Services Union

**Appendix 'C' – Report of the National Vice President Report,
William Tait, Equity
National Council, May 15, 2024 (Virtual)**

This report outlines my main activities as NVP from September 2023 until March 2024. My main duties are consultations with the employer and PSAC as well as chair for the internal GSU Human Rights and By-Laws Committees. Separate reports for the GSU standing committees will be submitted to National Council in addition to this report.

Consultations:

GSU – Employer Joint Committee on Internal Conflict Resolution (Informal conflict management System - ICMS) This committee meets monthly and was formed to examine best practices for ICMS under the Memorandum of Understanding of the 2023 Collective agreement. The end goal is to produce a joint report with management on how ICMS can be improved.

GSU – PSPC Human Resources - HR-Pay LMCC (Pension Administration Branch - PAB) and Receiver General & Pension Branch LMCC: Both these Labour Management Consultation Committees meet on a regular basis; the strategy of the union representatives has been to improve our pre-planning for these meetings to hold management account and to develop a better recording and information dissemination system for areas of interest that are presented (the GSU Dashboard). The main items from these meetings so far have been organizational changes at the management level in the upcoming fiscal year.

GSU - Human Resources Union-Management Consultation Committee (HRUMCC) – Duty to Accommodate (DTA) – Hybrid Workplace: This committee has met both formally and on an ad-hoc basis, the first meeting discussed the practice of members consulting with their managers directly on DTA instead of requests going through Labour Relations for approval. GSU NVPs meet with representatives of the major unions representing PSPC and SSC members for pre-meetings on a regular basis to discuss the issues.

GSU - PSPC Real Property Services Accessibility Action Plan Working Group (Barrier free by 2040) Met in March 2024, details will be posted on the dashboard. The plan presented was the costing and proposed implementation of basic building refits across the country to align government buildings with the Accessibility Act.

PSAC – Treasury Board consultations on Restorative Engagement Program (REP): PSAC and component representatives met to discuss and formulate a submission to the employer on this program, see

<https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service/restorative-engagement-program.html> The program mirrors a similar effort with DND, the DND program was established to address ongoing sexual misconduct cases / class actions.

GSU – PSAC National Human Rights Committee: I attended an introduction and training session for this committee in November 2023 and I submitted an action plan to GSU based on the training in December 2023.

GSU – Employer NHSPC Sub-Committee: Mental Health: This committee has not met yet in this cycle.

GSU – PSPC Employer National Health & Safety Policy Committee: I attended one meeting of this committee so far in December 2023. The last-minute management provision of agenda items and documents for this committee hampers planning for these meetings. However, we need to consult more broadly with locals and RVPs to identify H&S issues that are priority for our members and better prepare for these consultations.

GSU – Employer Joint Committee on Employment Equity: This committee met in February 2024 to discuss the priorities for this cycle for a mental health and well-being and inclusion strategy. An update from the committee's findings from the previous cycle can be found at <https://www.canada.ca/en/treasury-board-secretariat/topics/pay/pay-equity/update-core-public-administration-pay-equity-committee.html>

GSU- PSPC Working Group on Harassment and Violence: This working group has yet to convene this cycle.

PSAC- Triennial General Resolutions Committee: This committee reviewed and made concurrence and non-concurrence recommendations for the May 2024 PSAC Triennial. The PSAC report will be available prior to the Triennial.

I continue to represent GSU by attending and engaging with national political parties, PSAC National events and training, PSAC Regional Committees, sibling Union engagement and support, provincial and national labour organizations as well as grass roots community groups.

Respectfully submitted by,

William Tait
National Vice-President, Equity

Appendix 'D' – Report of Regional Vice-President, Sina Agah National Capital Region

Good day, my report as an RVP for Local 70055 is as follows:

Providing Grievance process assistance to Local 70055.

Handling their most complicated cases due to insufficient resources of the local on an ongoing basis.

Assisting the President of Local 70055 with every request.

Assisting in setting up the process of the AGM including emailing LR for posting on intranet in February 2024.

Attended the PSAC leadership conference from December 15-17, 2023.

Attended the National Executive Council meeting from January 15th, 2024 to January 19th, 2024.

Attended the first Educational Committee meeting in December 2023 and March 2024.

Respectfully submitted by,

Sina Agah RVP, NCR

Appendix 'D' – Report of the Regional Vice-President, Sarah Bolger
Newfoundland and Labrador

To the Government Services Union National Council

May/2024

Friends,

Please accept my activity report as the Regional Vice-President for Newfoundland and Labrador.

ACTIVITY REPORT

September 2023

26-28	GSU Convention	Ottawa
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October 2023

Date	Event	Location
19-23	PSAC National Equity Conference	Montreal
21	Counter Protest for 2SLGBTQIA	Montreal
26-28	Atlantic Regional Council Meeting and Leadership Training	St. Andrews

November 2023

Date	Event	Location
10	Emergency Foster to a child in the 2SLGBTQIA+ Community	Corner Brook
16-19	PSAC National Human Rights Committee Meeting	Ottawa
19-21	Canadian Labour Congress, Labour Council Conference	Halifax
16-19	Fundraising for the Toy Drive in Corner Brook	Ottawa

December 2023

Date	Event	Location
2	Interpreting the Collective Agreement	Corner Brook
14-18	PSAC Leadership Conference	Ottawa

January 2024

Date	Event	Location
10	Regional Human Rights Committee Meeting	Virtual
15-19	GSU National Council Retreat	Montreal
19	Regional Human Rights Committee Meeting	Virtual

February 2024

Date	Event	Location
6	ULDP Zoom	Virtual
15	Area Council AGM	Virtual
20	Regional Council Meeting	Virtual
22	Local 90011 Annual General Meeting	Virtual

March 2024

Date	Event	Location
3-5	NLFL Young Workers Committee Meetings	St. John's
15-17	Chairperson Summit	Halifax
19	Corner Brook District Labour Council AGM	Corner Brook

April 2024

Date	Event	Location
4-7	PSAC Atlantic Council	Halifax
9-14	ULDPA	Halifax

Respectfully submitted by,

Sarah Bolger
Newfoundland and Labrador

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

Sisters and Brothers:

Since my last report, Nova Scotia successfully engaged in the PSAC strike of 2023. We had an unprecedented members turnout and engagement at the picket lines. I attribute this success to the dedication of our members and proactive mobilization efforts of the Local Executive and the Nation Council. We resolved challenges with our membership lists and have been updating members' personal contact information on the ongoing basis.

I have been engaged in ongoing consultation regarding the return to workplace. I successfully negotiated and settled all duty to accommodate exemptions where working from home is a remedy. I also successfully collaborated with colleagues from locals across the Atlantic Region to help settle their accommodation exemptions. I continue to negotiate with the regional management for a better and more accurate mechanism to track the "in office attendance" and for flexibility in cases where tracking errors have been known to occur.

I have actively redressed and/or tabled for consultation a number of harassment situations. Most common occurrence continues to be during performance management discussions when supervisors disguise their malicious conduct as a one-on-one "performance conversation" with members. I continue to work with my RVP counterparts and other Local Representatives on harassment resolution. I have fostered our working relationship with the PSPC's Centre of Expertise on Values, Ethics and the Prevention of Harassment and Violence. We now have the first harassment investigation "lessons learned" based on the new procedures.

The challenges with filing and reporting of harassment / violence in the workplace through HOIRs continue. It is unclear if the Workplace Health and Safety Committees (WHSCs) have been properly engaged in the process. The ROHSC reporting framework may need to be updated to include a separate reporting category for harassment filed HOIRs. We continue the consultation to fix this challenge. On a positive note, the misuse of "fitness to work assessments" with malicious intent by the supervisors continues to be in decline (none were reported in Nova Scotia for the second consecutive year). We continue to monitor the challenge to ensure continuation of the positive trend. We are organizing another wave of training to certify a new pool of first aiders in Nova Scotia to ensure the adequacy of coverage.

I continue to consult with NC members on the initiative of having RVPs included in the National Health and Safety Committee as observers and WHSC co-chairs as observers at their respective ROHSC meetings. On the latter front, we are updating the Atlantic ROHSC Terms of Reference to include the respective provisions. The proposal is to have observers attend via telephone or MS teams at no cost to GSU or the employer. That consultation is ongoing.

The turnover in HR is frequent. To adapt, I successfully established a new consultation relationship with a recently appointing HR Director and new LR staff. I continue collaboration with my RVP Atlantic counterparts Sarah Bolger (RVP NL) and Troy MacDonnell (RVP NB&PEI) on tabling and resolving issues brought forth by our locals. We jointly attend all Regional Labor Management and Regional Health and Safety meetings. Through our honesty, transparency, and assertiveness, we build and maintain the professional relationship with the Atlantic management team.

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

Respectfully submitted by,

Anthony Drozdowski,
RVP, Nova Scotia

Appendix 'D' – Report of the Regional Vice-President, Mélanie Hamel Québec Region

GSU Virtual National Council Meeting – May 2024

For this new three-year term of office, I have under my jurisdiction three (3) Locals (Montreal, Quebec and Matane). Three extraordinary executives who are committed to their workplace and the wellness of members. They are engaged and motivated. Their involvement in the workplace is very appreciated. In addition, union representatives have established and are maintaining very good cooperation with the employer. Formal and informal committees are working well.

The Quebec region is concerned with the following topics: the changing workplace, wellness and mental health, the hybrid working mode forcing 40% of employees to be in person at the office, the changing nature of work as well as the many pay issues related to Phoenix.

With regard to my other responsibilities, my involvement as GSU Finance Committee Co-Chair has been renewed, under the presidency of Martine Babcook. Our first meeting for this mandate will be held in mid-April. I am also involved at the level of two national tables: Real Estate and Receiver General and Pensions Branch. At the level of PSAC-Quebec, I attend National Officers' meetings, I am responsible for calls for emergency assistance and other ad hoc issues/mandates from the Quebec REVP (Yvon Barrière).

Education is also something that I find essential for the continuity of my functions. One never stops learning and one must constantly improve, even after 20 years of experience in the union movement. I therefore have had the opportunity to have been chosen for the PSAC Union Leadership Development Program. Other training/conferences are coming soon, and I will see which ones fit in my schedule. Because at the moment, it is very busy.

My objective is and has always been to be present for members, to enforce their rights and that they are treated fairly and equitably. Transparency and respect for all authorities are also essential.

Respectfully submitted by,

Mélanie Hamel
Regional Vice-President
Quebec Region

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

March 29, 2024

Re: Report for the GSU National Council Meeting

This past year hasn't had a lot of changes. Most meetings were still held virtually except we were able to meet in person for our 2023 Triennial Convention, PSAC Leadership Training and our GSU National Council Retreat/meeting. The one constant was that most everyone was still working from home for the majority of the work week.

Until last year's convention, the AB/NT/NU RVP and I hosted a monthly meeting with the Local President's from our Regions. Normally this occurs prior to our RUMCC meeting. To date we have not been able to re-establish the monthly meeting, mainly due to work getting in the way, but hope to start again after April 1, 2024.

Local 40007 in Saskatchewan has maintained and may have even added to their membership numbers, with some new employees being hired. The Local had a very good turnout for their AGM on January 31, 2024, with twelve members attending in person and four members attending virtually. The Local was able to elect two new members to maintain a full executive.

Local 50002 in Winnipeg seems to have a strong executive and seems to be thriving with their current Executive. The local continues to have some challenges keeping their executives as members move on to other career opportunities.

The locals in MB and SK seem to have been able to engage their membership as evidenced by the turn out during the strike of 2023. Although they still find it challenging to get members to attend the AGMs. I believe the fact the membership is not working in the office full-time to be a contributor to this perceived lack of engagement. Hopefully as the members get accustomed to the hybrid work solution, engagement will continue to improve.

Respectfully submitted by,

Sheldon Jacobs

GSU Regional Vice-President for Manitoba & Saskatchewan

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

Sisters, Brothers and Friends, I am pleased to share this report for our National Council Meeting in May 2024. My last report was produced in Feb 2023, and since the last report here are activities that I have been involved with:

I have been the Ontario rep on the GSU Equity Committee, and a part of the standing Finance Committee until the GSU convention in Sept 2023. Since the convention, I have been a member of the GSU Education Committee.

I have been assisting the GSU 00027 Local Executive and provided support and guidance, we have held our last AGM on Dec 4, 2023.

We experienced a very trying times during the strike in April 2023, the executive and I worked around the clock to respond to an influx of inquiries related to the strike, issues with membership, requests for additional strike pay for members experiencing financial hardship. The local has a strike fund and we had decided to provide a top-up of \$50.00 per member for up to three days, however, we have later re-examined our finances and decided to provide a top-up for the full nine days since we had sufficient funds left. This has created an extreme amount of work for the four of us, the amount of time and work required to collect all the information, back and forth, payments, and in some cases mailing of the cheques, was overwhelming, so I am proud of my executive and their commitment to assist and serve our members. Last but not the list, it was the first strike for all of us, and while challenging, it did provide many lessons learned.

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

I am a member of our RUMCC and ROSH committees as a GSU rep. These meetings take place quarterly. Our last RUMCC and ROSH meetings were held on March 20, 2024, and the next ones will be held on June 19, 2024. In addition, I attend monthly stand-up meetings with our RDG, LR and HR reps, as well as fellow PIPSC reps.

We continue to hold monthly meetings with our PIPSC colleagues. It's a space where we discuss common issues, share information and often discuss items that we want to bring up in meetings with management. The dominant theme has been DTA requests

due to the new hybrid work model. I also participate in quarterly meetings with the Professional and Technical Services Director and Regional Managers, along with the GSU 00027 executive and PIPSC colleagues. Our next meeting is scheduled for May 22.

Past Events

- GSU standing Finance Committee , March 2023, Gatineau
- National Women's Conference, March-April 2023, Ottawa
- TB Strike Readiness Training, April 06, 2023, Virtual
- GSU National Council Meeting, May 2023, Victoria
- 2023 Ontario Regional Convention, June 2023, Toronto
- GSU Finance Committee Meetings, July 2023, Ottawa
- Equity committee Meetings, August 2023, Ottawa
- GSU Triennial Convention, September 2023
- 2023 PSAC National Leadership Training, December 2023, Ottawa
- GSU National Council Retreat, January 2024, Montreal

Upcoming Events

- GSU Regional Conference, May 2024, Ottawa
- 2024 National PSAC Convention, May 2024, Ottawa
- Local Presidents Conference, September 2024, Halifax

I want to express my gratitude to the National President, NVPs, fellow RVPs and GSU staff for their mentorship and their continued support, especially during the strike last year, as well as for organizing GSU meetings and events where we can openly and respectfully discuss ongoing issues, share knowledge and network. I also want to welcome the new members of the National Council.

Respectfully Submitted by,

Azra Jusuf
RVP Ontario Region

May 15/2024

**Appendix 'D' – Report of the Regional Vice-President, Jason Lapointe
Royal Canadian Mint
for the GSU National Council Meeting**

50057 in Winnipeg: Had their AGM last November and had a good turnout. Most of the executive team was voted back in, two changes. Things have still been slow with the number of contracts that the Mint has been awarded when it comes to foreign circulation.

50058 in Winnipeg PSO: They also had their AGM last November and had an excellent turnout. They made some changes to their bylaws and had more executives come on board. Well, run local with very good member engagement.

70024 in Ottawa: Had their AGM at the end of January and had a few changes to the executive team. Business is very slow, and it does not look to be improving. Very concerned about future. There is an issue with member engagement, and we will need to see if we can improve it in the future.

I have had some good conversations with the employer about the RVP position. Unlike the other locals in GSU the Mint does not have language in the collective agreement that defines the RVP role. Hoping to add some language at the next round of bargaining. As in Winnipeg Ottawa is very slow with workload and it has been a constant battle to keep the Mint in line with the collective agreement. Hopefully, business will pick up soon.

Respectfully submitted by,

Jason Lapointe
Regional Vice-President, RCM

**Appendix 'D' – Report of Regional Vice-President, Ian Leblanc
National Capital Region**

- I was elected Regional Vice-President on September 27, 2023
- I have been assigned to GSU NCR Local 70019.
- I have unfortunately not had the opportunity to attend any of the local executive meetings.
- I have had a few conversations with the Local President regarding outstanding grievances and ongoing challenges.
- The Local had their Annual General Meeting (AGM) on February 28th, where Monica Martin was again elected as the Local President.
- I have been appointed to the GSU Recognition Committee on October 23, 2023.
- The Union Recognition Committee met as a committee on March 21st, and our work is moving forward in a productive manner.

Respectfully submitted by,

Ian Leblanc RVP, NCR

Appendix 'D' – Report of the Regional Vice-President, Andrea Lima Lower BC Mainland

NC Meeting – May 2024

Since being voted in as RVP in September, I have enjoyed the uptick of various work both nationally and regionally. I can see that we have a strong National Council with an array of knowledge, experience, and personalities – a great representation of the wide variety of members we serve!

The Return to Office (RTO) mandate continues to negatively impact many members due to the poor communication and inconsistencies from management. RVP Sister Reni Stein and I have met with PIPSC Steward Katrina Johnston to discuss how members are being impacted and the concerns they've brought forward. We continue to meet and communicate with the Regional Director General (RDG), Regional Director (RD) of HR, and RD of Corporate Services Strategic Management and Communication (CSSMC) about the messaging and expectations being provided to members.

Local 20008 held their AGM in February 2024. Continuing to host a hybrid-style meeting has helped to increase member attendance and quorum was easily reached. (In previous years, in-person-only AGMs have struggled to get the minimum eight members to attend to reach quorum.) For their second 1-year terms, Sister Manpreet Gill was acclaimed as Local President, Brother James Duncan was acclaimed as Local Vice President, and Sister Rachel Mendgen was acclaimed as Secretary. Additionally, Sister Anna Lee was acclaimed as Treasurer, which will be her first stint with the Local executive, and Sister Shannon Whitney was acclaimed as Equity Officer (a non-executive position) for her fourth year. This year the local is proud to announce that two members have also stepped up as Shop Stewards – Sister Kuldeep Deol (newly transferred from Local 20001) and Brother Stephene Cumayas. Sister Deol brings a wealth of knowledge and experience from her previous role as Local President of 20001; Brother Cumayas is a keen member who has recently completed the Grievance Handling training course and is eager to begin supporting other local members.

This year I am putting special focus on supporting the Local executive by building knowledge, sharing experiences, and maintaining positive working relationships. I meet with Sister Gill on a monthly basis to discuss any member issues, learn what members are bringing forward to reps, and share any information and experience I have. We also meet regularly with the other Local executive members to ensure that everyone is kept in-the-know, plan upcoming membership meetings, and build rapport.

Additionally, Sister Gill (Local President) and Brother Duncan (Local VP) continue to meet with LR regularly to maintain good working relationships and discuss general

concerns from members. I continue to work with both the GSU Human Rights Committee and Young Worker's Committee.

I'd like to give a big shout out to Sister Reni Stein who has provided great support and guidance during the first few months of my new RVP role. We are able to connect frequently to discuss topics which we bring forward to the RDG, RD of HR, and PIPSC Steward during monthly meetings. Sister Stein now co-chairs the Regional Health and Safety Committee (RHSC) while I've taken over as co-chair for the Regional Labour Management Consultation Committee (RLMCC).

Continued areas of focus for the RLMCC are:

- The evolution of work: hybrid work/return-to-office mandate and compliance
- Equity Diversity Inclusion (EDI): each branch to develop an EDI event/activity
- Leadership development: this is a high priority for the region/department; leadership bootcamp for new managers was held in November; project leader development across branches; PSES result info session(s) for managers.

I look forward to the coming year and continuing our work to support members across the country.

Respectfully submitted by,

Andrea Lima
RVP Lower BC Mainland

Appendix 'D' – Report of Regional Vice-President, Troy MacDonnell New Brunswick and Labrador

My term started with no information received from the outgoing RVP. The local presidents were integral in assisting me get familiar with the work in progress and a special shout out to Anthony Drozdowski for the real time advice on my roles and responsibilities.

Of the four locals in our region, only Charlottetown local 90031 has conducted their AGM to this point. I participated and conducted their elections but unfortunately their well throughout motion to commence a nominal strike fund deduction was defeated. Their executive was disappointed but intend to regroup and try again next year.

Moncton local 60009 suffered an unspeakable tragedy in January when their former president Marc-Andre Guignard passed away. Marc-Andre was a strong activist and even stronger advocate of the most vulnerable segment of our society, the homeless. Originally from Bathurst, he leaves a tremendous void in his adopted hometown of Moncton.

In the region we are seeing some obvious influence by Treasury Boards 40% return to office when it comes to PSPC's duty to accommodate approval process. We will continue to fight this practice through the grievance process and Regional consultations.

Respectfully submitted by,

Troy MacDonnell,
Regional Vice-President, New Brunswick and Labrador

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

I've been busy taking care of grievances for local 70017 and 70020.

I have been present for all HRUMCC meetings with management at SSC, I feel they are taking harassment and violence in the workplace much more seriously, we are going in the right direction in confronting it. Working with management at PSPC in reviewing the Confined Space Entry Policy as mandated to be reviewed every 5 years, I'm also part of the harassment and violence in the workplace work group reviewing policy and making changes where needed to increase clarity and refine the document.

Lately there have been more issues for some members who had accommodations with the employer and work arrangements that allowed them to stay home 100% of the time, the employer in many cases are trying to get employees back to the office without taking proper considerations of why the accommodation was given in the first place, we will continue to fight for fairness for our members in every case, now looking forward to PSAC Triennial elections in May.

Thank you!

Respectfully submitted,

Paul Paquette
RVP-NCR

Appendix 'D' – Report of Regional Vice-President, Jean-Michel Riel National Capital Region

January – April 2024

I would like to start my first report by saying how grateful I am, as a new RVP, to have the support of the GSU team and National Council members. Thank you.

Since taking office, I have attended the National Council Retreat held in Montreal in January 2024, where we had the chance to learn more about our roles, how to better represent our members, and to share with our colleagues from across the country. The experience was enriching, and I came away ready to tackle almost anything, but also with a desire to strengthen the union movement across the working class and beyond the boundaries of work. Also, I was appointed Regional Representative for the largest Local across GSU where, because of its completely different nature from my own Local, I can learn a lot about the different workplaces that make up Local 70013 and its specific challenges.

I've also been assigned to co-chair the GSU Young Workers Committee. We met for the first time in February to determine a timeline for the Young Workers Conference to be held in November 2025. Our aim is to take an angle that will please, and to reach out to a good number of young workers across the regions. We have established that our meetings will be held every two months. In addition, as co-chair of the Local Development Committee, I, with Committee members, have a plan of action to present our vision for the integration of a mobile team to assist GSU Locals. We plan to make a presentation at the Local Presidents' Conference in September.

Through Local 70013, we also have a pilot project underway aimed at involving and engaging members with their Union. So far, we have scheduled a few event dates. We will be inviting Local members to participate in a talk on the history of public sector struggles in the NCR, as well as a few lunch-and-learns, modelled on GSU, which will introduce a different topic each time, with the aim of educating members on the importance of the labour movement.

I was also lucky to attend the Local 70013 AGM on February 8 and had the opportunity to preside over the elections. I really appreciate the collaborative work with the new Executive Committee, which will rise to the challenges our organization will come to face in the coming years. I also attended the AGMs of Locals 70055 and 70020 and took on the role of Chair for the NCR Local Presidents' meetings.

In addition to GSU's internal committees, I now am a member of the National Capital Regional Health and Safety Committee, where I have the opportunity to see what is happening on the Employer's side of OHS, and to develop relationships, as well as to contribute my views on this vast field, of concern to us all.

Which brings me to the various Union-Management Consultations I've taken part in across some of the different branches represented by Local 70013. Firstly, with the Pension Centre, where I have established a relationship with the General Manager and the various levels of management. My aim is to maintain these relationships to facilitate the resolution of any conflicts that may arise, but also to identify any management issues that could potentially cause problems. These include issues relating to remote working, which are becoming increasingly recurrent and are of concern to many of our members. More recently, I met the DG of the Pension Excellence Sector with whom relations are already very well established and who seems keen to continue working with us in this direction.

More broadly, as a PSAC member, I am involved at the Ottawa Area Council level to keep abreast of what is going on in our Region, which allows me to maintain links with the various activists in the other Components and to develop the Region's union and community spirit. At the start of winter, I organized a small contingent in support of the public sector strike in Quebec, where we demonstrated our solidarity on the picket lines. Thank you to all those who joined us.

Respectfully submitted by,

Jean-Michel Riel
Regional Vice-President
Government Services Union

**Appendix 'D' – Report of the Regional Vice-President, Reni Stein
Pacific Region, Vancouver Island, Remainder of BC outside Lower
Mainland and Yukon**

I'm looking forward to seeing all of you in Halifax this September for the Local Presidents Conference. Since my last report we are seeing a mix of returning to the office for a minimum of 40 % of our worktime, new Work Agreements, extension of existing exceptions for our members living more than 125km from the office and solidifying the remaining exceptions for Duty to Accommodate. Many members continue to face challenges with family care, transportation, parking, costs and that dreaded commute.

We've noticed an increase in grievances and have also filed a few Notice of Occurrences related to harassment.

The strike impacted members all across the country. Local 20001 members displayed patience, collaboration, leadership and solidarity thru the multi weeks long process. Special thank you to members at 1230 Government St, EGD and Fort Nelson. In May 2023, GSU held our National Council Meeting in my hometown, Victoria BC. This was a welcome exhibition of National Officers coming together thru debate, collaboration and decision making which impact our members. Running from this meeting to BC PSAC Regional Convention in Richmond BC where Jamie Mills was acclaimed REVP, PSAC for BC. I was sidelined for approximately four months due to personal medical issues. Thank you to all that reached out and to those that seamlessly took on the work to help support me in my healing.

Local 20001 recently held their AGM in February which resulted in the acclamations of Brother Joe Walsh, Local President, Brother Patrick Gibson our new 1st Vice President, returning is Brother Trevor Skinner as 2nd Vice President, Sister Amanda Kelly as Secretary and last but not least Brother Dan Cleemoff as our Treasurer. It's the endless work of GSU elected volunteers like yourselves who help and support our members every day. I look forward to working with each of you.

Sister Andrea Lima and I along with a local PIPSC Steward continue to meet on a monthly basis with our Regional Director General and the Director of Human Resources. The topic of on-site presence and managerial responsibility and tracking compliance is a sore subject with all of our members. Management continues to push this message down everyone's throats along with false information. We stepped in and asked to review the messaging and edited it to make it consistent and aligned with the messaging delivered from the ADM/Human Resources. We would like to continue to focus on earlier communications, planning together and a more collegial/collaborative

approach to regional and membership priorities. Management continues to be reluctant to speak to us to try and get ahead of any problems around harassment, workload management, absenteeism, returning to the office, short-term acting, etc. we will continue to come to the table for our members.

This year we switched things up, I am co-chair for the region's Regional Safety and Health Committee with Sister Andrea Lima co-chairing the Labour Management Consultation Committee where I sit as a member. I am fortunate to co-chair GSU's internal By-Law, Regulation and Policy Committee with National Vice President/Equity, Brother Will Tait.

I want to express my gratitude to our National President for being available, supportive and providing us with timely information to assist us in doing our work. GSU staff for their continued support, guidance and sharing their knowledge to ensure we all feel a part of this community.

Respectfully submitted by,

Reni Stein
RVP Pacific Region

Appendix 'D' – Report of Regional Vice-President, Chantal Umphrey Alberta, Nunavut and the Northwest Territories

March 31, 2024

From September 26-28, 2023 I attended the GSU Triennial Convention as a Local President. During the Western regional caucus meeting, I was honoured to be elected as the Regional Vice President (RVP) representing members in Alberta, Northwest Territories and Nunavut.

When I took over there were several outstanding grievances and I've worked to move these files towards resolution through abeyance and discussion with members and management. There are some challenging files and I appreciate the support provided by the National team.

As a member of National Council, I attended the council retreat in Montreal from January 15-18, 2024. This was an excellent opportunity to network with council colleagues and gain a deeper understanding of council structure and activities.

Local 30401 and 30001 Support and Mentoring Work:

Mentoring the Locals is an important part of my work, and I am committed to the development and strengthening the local executive teams, ensuring a strong union presence within the region.

In January, I prepared a GSU regional presentation deck for the Local Presidents and RVPs to use at the Western Region "PSPC New Employee Orientation Sessions" to welcome new GSU members and support the Local Presidents with delivery. This was successfully implemented at the last employee session on February 21, 2024.

As the RVP, I attended Local Annual General Meetings in person, providing support to the executive teams presenting RVP member updates and taking member questions.

- January 24, 2024, Calgary & Southern Alberta AGM. Elections in Calgary saw turnover of three quarters of the Executive team. The new executive is supported by an existing secretary and the newly elected President, Vice president and Health & Safety Representative are dedicated union activists and I foresee a continued strong union presence.
- March 5, 2024, Edmonton & North. The Edmonton Local who also represents our northern communities in the Northwest Territories and Nunavut has welcomed in a new Vice President, Health & Safety Representative and Shop Steward. I have been providing ongoing guidance, policy and operational procedures My work with this

team will continue and with the goals to strengthen the Executive through development and increase member engagement within the union.

Following the annual general meetings, I provided communications to the Local Presidents to support new executives' activities including: PSPC advisement of Elected Officers, GSU National reporting requirements, banking changes etc. Additionally, I attended each of the Locals first Executive meetings on March 14th (Local 30401 Calgary) and March 15th (Edmonton) to support the new executive team start-ups in alignment with standard GSU practices.

I maintain routine contact with each Local President and send out updates as required.

Consultation Committee Work

As the RVP, I continue to be actively engaged in consultation discussions with PSPC management through ad hoc meetings and at committee tables with attendance both the Regional Union Management Consultation Committee (RMUCC) and Regional Occupational Health and Safety (ROSH) meetings.

Below provides meeting attendance details and some of the escalated items I brought forward.

A. ROSH

- Meeting attendance: December 6, 2023, missed due to illness. March 6, 2024.
- Escalation consultations with management have been required focusing on the health and safety of our members as there are ongoing issues with emergency preparedness for evacuation practices and shelter in place procedures.
- Ergonomic challenges with workstations within the Calgary office due to capacity issues.
- Members have faced serious challenges coming and going to and from the offices due with the increased number of unhoused people with drug use and mental health issues. Two incidents in the fall led to discussions with the Regional Health and Safety Office. Although employers' response was based on incidents taking place off site, I did request tracking and communications for employees to report incidents to their supervisor as members have returned to the office to meet employer requirements.

-

A. RUMCC

- Meeting attendance: October 10, 2023 & March 13, 2024.
- Performance Measurement Assessments. Members are not being provided Performance Management Agreements outlining work objectives.
- Budget cuts and PSPC attrition. This means more work with less resources. A direct impact on members.
- With One HR moving forward for implementation at PSPC. Within the region, I have escalated concerns at both RUMCC and ROSH based on service delivery impact for all our members including pay action support, disability management and H&S regional programming. Additionally, through these consultations, management identified eleven member positions likely to be affected.

Management advised that consultations are taking place at the national level only. I sent an email sent to the GSU National President where I outlined regional concerns.

GSU Committee Work

In discussion with the National President, I have been assigned to the National Bylaw Committee. On March 6, 2024, the committee had our first “introduction” meeting, and we commenced activities discussing some items that the committee will be reviewing to start. I look forward to working with fellow committee members and the tasks ahead of us.

PSAC Prairie Region

On January 31, 2024 attended the PSAC National Officers Update meeting. This provided key PSAC updates including Phoenix mobilization activities shared with the locals.

Mobilization:

February 28, 2024 on the anniversary of Phoenix implementation, I attended a PSAC rally against Phoenix outside the Harry Hays building in Calgary with Local 30401 GSU members. I put new GSU flag to good use!

Phoenix escalation of pay problems continue. We have members who are going through overpayment actions, and we have members with transfer issues tied to leave errors. Grievances are being escalated to the National office as the Pay Center is issuing recovery letters then clawing back pay in advance of formal response review with significant financial impact to members.

In February, I shared the GSU Equity call for action and supported both locals in running the Women's Day Campaign in support of women shelters in both the Calgary and Edmonton. Both locals participated in this event.

Respectfully submitted by,

Chantal Umphrey
Regional Vice-President, Alberta
Nunavut and the Northwest Territories

**Appendix 'E' – Report of the Finance Committee
to National Council
May 15, 2024**

The Finance Committee is composed of the following members:

Chair:	Martine Babcook NVP
Co-Chair	Mélanie Hamel RVP Quebec East Region, Co-Chair
Members:	Paul Paquette RVP-NCR Sonia Gagné Local President 10060 Matane Vincent Brassard Local President 70013 NCR(Regrets)
Technical Advisors:	Ray Hall GSU Financial coordinator Logan Lafleur GSU Finance and Administrative Assistant

The Finance Committee met on April 16-17, 2024, to discuss and report on the work accomplished and to provide recommendations.

- The Finance Co-chairs welcomed Ray Hall as the new Financial Coordinator for GSU.
- Reviewed the Terms of Reference
- Reviewed the National Presidents expense claims and overtime as per Regulation 6b)
- Reviewed Regulation 4, Regulation 6 and Policy 9 and made recommendations to the By-laws Committee.

Note:

The Committee presented two motions, F-01-24 and F-02-24, to the National Council. Both motions were debated and are included in the minutes on page 4.

Respectfully submitted by,

The Finance Committee

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

Will Tait NVP, Chair

National Council May 15, 2024

Chair: Will Tait (NVP)

Co-chair: Reni Stein (RVP)

Members: Troy MacDonnell (RVP)

Chantal Umphrey (RVP)

Joel Kowerko (Local President 50057)

Technical Advisor: Dominique Barrette

By-Laws Standing Committee Report:

The committee met in March and discussed the work plan for 2024. Extensive revisions were made to the by-laws in the 2022-23 cycle. For the present cycle, the committee will review GSU policies and regulations for possible amendments and clarification. A draft list of policies and regulations for review is being compiled with input from the committee and GSU head office. Committee members are reviewing the present policies and regulations in preparation for our next meeting.

The next meeting of the committee to discuss and make recommendations on changes will be in person in Ottawa on August 19, 2024, prior to the National Council advocacy and representation on workplace racism training.

We would like to thank the committee members Reni Stein, Troy MacDonnell, Chantal Umphrey, Joel Kowerko and technical advisor Dominique Barrette for their diligence and hard work.

Appendix ‘G’ – Report of the Education Committee

Steve Colterman

September 2023 – May 2024

Chair: Steve Colterman

Members: Azra Jusuf- RVP

Jason Lapointe- RVP

Sina Agah- RVP

Caroline Manyk- 30001 President

Technical Advisor: Dominique Barrette

The GSU Education Committee has set a schedule to meet every two months since the committee was formed following the 2023 Triennial Convention. Our meetings thus far have been constructive and committee members have rolled up their sleeves and are committed to implementing some beneficial education items for GSU.

The committee has set as a priority for the first year of our mandate to ensure the 2 GSU Triennial Convention resolutions are implemented this cycle and to develop one major education deliverable to be rolled out for the Sept 2024 Local President’s Conference. All this and at the same time assisting GSU staff by making recommendations for content at Local Presidents and Regional conferences.

The first resolution to be implemented is G14.23¹ related to Mental health training for local members. The education committee has received confirmation that GSU staff are well underway to rolling this training during the regional conferences that will take place in 2024 and 2025. The second resolution to be implemented is G-32-23² related to a mentoring program for stewards and officers. Discussions on this resolution are at the exploration level at this time, we will have more on this at a later date.

The committee is currently brainstorming and drafting many great and innovative ideas for the major education deliverable. Some of the ideas that have been raised include links to be posted on GSU website to reading pieces of interest to union activists, FAQs for most common local inbox questions and development of high-level definitions of local executive positions to educate and encourage members to volunteer to assist their locals and others. It should be noted that in discussion on the topic of position definitions amongst the committee, all members agreed if this initiative moves forward, we need to ensure we are inclusive of regional and employer uniquenesses and should remain with the local.

It has been great connecting with members of this committee, I thank each and every one of you for making time in your busy schedules to connect and brainstorm ideas that will benefit us all. I look forward to our continued collaboration and shared experiences.

I would like to thank GSU Technical advisor for her hard work, dedication and great ideas that will serve to help build a stronger union.

Sincerely,

Steve Colterman
Chair of the GSU Education Committee
National Vice-President (NVP) of the Government Services Union (GSU)

¹ Resolution G14.23 passed at 2023 Triennial convention.

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

² Resolution G-32-23 passed at 2023 Triennial convention.

BE IT RESOLVED THAT GSU develop and offer a mentoring program for local stewards and Local Officers funded by the existing budget, that is, comprehensive ongoing training in labor 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.

Appendix ‘H’ – Report of the Local Development Committee

Steve Colterman

September 2023 – May 2024

Chair: Steve Colterman

Members: Jean-Michel Riel- RVP
 Sheldon Jacobs- RVP
 Joe Walsh- Local 20001 President
 Suzanne Sirois - 70017 President

Technical Advisor: Dominique Barrette

The GSU Local Development Committee (LDC) has set a schedule to meet every two months since the 2023 Triennial Convention. We have set an aggressive schedule for ourselves with planned deliverables for the Sept 2024 Local President’s Conference (LPC).

The first objective to which the committee agreed is to focus the committee’s work in the area of mobilization and engagement of members and locals. With this focus, the committee is planning to present the revised “Welcome to your Union” to the 2024 Local President’s Conference and other initiatives throughout the year.

To address mobilization, the committee feels successful AGMs are the first step to engaging existing members, hearing their issues, and working to assist them. To this end, we will be developing a short “Post AGM” survey which will permit GSU to compile AGM information in a uniform manner with the longer-term goal of identifying those more and less successful AGMs, seeing why and directing resources appropriately. This information gathering will begin with the 2025 AGM season.

Secondly, we also recognize the value of meeting new members early on in their careers, ensuring they are aware of their rights as unionized workers and to offer them the opportunities to volunteer to be workplace leaders. GSU currently has a very well-developed “Welcome to your Union” package on the GSU website. The Committee agrees that this content needs to be reviewed regularly to ensure timeliness of the information and developed in a manner that is amenable to a high-quality print format to permit locals to share virtually or by high quality print and handed to members in person.

Thirdly, to complement meeting new members at the earliest points in their careers, we will be focusing on compiling best practices on current local/employer new member engagement activities ongoing throughout the country. This information gathering will be conducted initially via a short GSU email survey circulated to Local Presidents followed by face to face (virtually based) discussions between select committee members and presidents. Once completed, this information will be incorporated into the “Welcome to your Union” package.

Finally, with the “Welcome to your Union” presentation scheduled for the LPC and to promote solidarity amongst locals across the country, the committee will be seeking interested activists to assist locals with less capacity to join employer/union engagement sessions to ensure we meet and greet as many new members as is possible.

I would like to thank the committee members and GSU Technical advisor for their hard work, dedication and great ideas that will serve to help build a stronger union.

Sincerely,

Steve Colterman

Chair of the GSU Local Development Committee

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

Appendix 'I' – Report of the Equity Committee

Will Tait NVP Chair Human Rights / Equity National Council Report May 15, 2024

Chair: Will Tait (NVP)
Sarah Bolger (RVP)

Members: Andrea Lima (RVP)
Stéphanie Rochon (Local President 10011)
Jade Conrad (Local President 70017)
Liliana Manolache (Local President 00027)

Technical Advisor: Dominique Barrette

The committee was formed in November 2023 and approved a new term of reference to reflect current equity language and alignment with the PSAC and other component committees.

The mandate for the Human Rights Committee under the terms of reference center around the goals of: Communication, Consultation, Education and Coalition Building. The committee meets virtually on a monthly basis. Sub-committees are formed around the following issues and projects:

Women's Issues, Communications, Pride, Racialized Members, Member Engagement pilot with emphasis on equity members, Accessibility Passport Research and an organizing sub-committee for the GSU Human Rights Conference 2025.

Communications:

Shortly after the new committee was formed Dominique did an excellent job in setting up a Human Rights Portal on the GSU website. The portal is a go to for news on National and Local Human Rights initiatives as well as news items from the committee.

The sub-committee for communications is headed by Jade Conrad, a communications officer at SSC NCR. They are working on a communications plan that will leverage the GSU Website, discuss the role of other social media and develop communication formats for outreach to Locals and members.

The women's sub-committee explored the idea of a virtual event for International Women's Day on March 8, 2024 (see <https://www.internationalwomensday.com/Theme>) Stephanie Rochon is heading the sub-committee and given the timelines a national GSU locally focused food and personal care item drive was launched to support Women's shelters in our Local's communities.

The HR pride sub-committee is working on a pride checklist to be communicated to Locals for organizing events such as the annual Pride Week.

The Member Engagement pilot sub-committee is working with Local 70013 to develop podcasts, quarterly newsletters and outreach to equity members of the Local as part of this project. This sub-committee will work with the GSU Local Development Committee to avoid overlap of efforts.

The Accessibility Passport Research sub-committee is developing a questionnaire and FAQ / Resource page for the GSU Portal.

Planning for the 2025 GSU Human Rights Conference is underway and agenda / format as well as logistics for the event are in preparation.

Future campaigns are in the planning stages for the lead up to the 2024 Pride celebrations and the National Truth and Reconciliation Day in September.

Education:

The committee is working with the GSU Education Committee on the following:

Promotion of Joint Learning Program (JLP) Duty to Accommodate and Equity courses (Release will be early 2024)

Promotion of trauma informed approach to harassment / violence and human rights cases.

August 2024 there will be three-day Human Rights Committee in person meeting (Ottawa, dates to be determined) Two-day Advocacy and Representation on Workplace Racism Course involving members of GSU National Council and the Human Rights Committee. This will be followed by one day meeting of the committee on how the training will be applied in GSU as well as other agenda / events to be determined.

As mentioned, the Accessibility Passport Research sub-committee is developing a questionnaire and FAQ / Resource page for the GSU Portal. This is part of the larger purpose of the sub-committee to educate members on the advantages of the Passport and to highlight some solutions in navigating the process of establishing a Passport with the employer.

Coalition Building:

Committee members have been engaging community groups in Cornerbrook and Winnipeg on funding campaigns for underprivileged children and food security. Locals across the country participated in the Women's Day food and personal care drive in March 2024. In Ottawa, Committee members have pressured PSAC Regional committees to fund an Indigenous Women's shelter and an Indigenous foodbank. We attended and participated in the National Truth and Reconciliation Day ceremonies on Parliament Hill and the Remembrance Day ceremonies for Indigenous veterans at the National Indigenous Veterans Monument.

Consultations:

Details of our consultation meetings with the employer and PSAC on Human Rights issues are outlined in the NVP's report.

I would like to thank the committee members Jade Conrad, Stephanie Rochon, Sarah Bolger, Andrea Lima , Virginia Syrowitz, Liliana Manolache for their work and enthusiasm and for Dominique's guidance in helping the committee move forward.

Appendix ‘J’ – Report of the Union Recognition Committee

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

- Chair:** Anthony Drozdowski, Regional Vice-President, Nova Scotia
- Co-Chair:** Ian Leblanc, Regional Vice-President, National Capital Region
- Members:** Shannon Mayer, Local President 40007
Shawn Hunter, Local President 50058
Michael Murphy Local President 90031
- Technical Advisors:** Diane Rancourt and Maria Thomas

The Committee held its first meeting on March 20, 2024. We successfully established a positive working relationship among the new members. The primary focus of the meeting was to bring forth and discuss potential topic questions for this year’s bursaries essay question. After the deliberations, members selected the following question: *“How should the union engage new members in the public service? Comment le syndicat devrait-il impliquer les nouveaux membres dans la fonction publique?”* The 2024 bursaries kickoff announcement posters are updated and in process of being published on GSU website and disseminated to Locals.

The Committee also considered the possibility of adding a new bursary in memory of Marc-André Guignard. After its deliberations, the committee voted to propose to the NC a recommendation to create a new annual award of merit in memory of Marc-André Guignard instead of a bursary. That award would come with a plaque and a monetary gift of \$500. The award selection criteria would be *“going above and beyond in demonstration of exemplary work and dedication to the local and membership”*. The nomination and selection process would follow the existing bylaw procedures. That approach would emphasize and promote the usage of the GSU Merit Awards.

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

Sincerely,

Anthony Drozdowski
Chair, Union Recognition Committee
Regional Vice-President, Nova Scotia

Appendix 'K' – Report of the Young Workers Committee September 2023 - May 2024

Chair: Jean-Michel Riel (RVP)
Co-chair: Sarah Bolger (RVP)
Members: Andrea Lima (RVP)
Simon Pazdor (Local President 50002)
Technical Advisor: Dominique Barrette

The GSU Young Workers Committee has met once since September, in February, where we scheduled to meet every 2 months in order to build a schedule for the Young Workers Conference, set to be held in November 2025. We set ourselves a goal to reach out to more young members throughout the regions and to keep a fun angle combining learning from experienced union officials, different labour activists and keeping it light and refreshing. We are still at the first stages of planning and developing the structure and how we want to build the conference, as such I have not much to report on, but will keep the National Council up to date with all the upcoming deadlines we will set ourselves.

I would like to thank everyone involved in the committee for their insight and work, particularly Dominique for scheduling and assisting us in every aspect of organizing.

Sincerely,

Jean-Michel Riel
Chair of the Young Workers Committee
Regional Vice-President, National Capital Region