



GSU National Council Meeting

Meeting Minutes

September 17, 2024 (Discussion Day)

and

September 20, 2024

Westin Hotel, Halifax, Nova Scotia

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1. Tuesday, September 17, 2024

Discussion Day

1:42 p.m.

GSU National President (NP) Bruce Roy informed the National Council that this is the first time a Discussion Day has been introduced. The purpose of this day is to address informal matters, while National Council meetings will remain focused on formal business. However, today's session will include two motions for the Award of Merit, which is an exception. This adjustment was made because one of the award recipients will be attending the Local Presidents' Conference this week, where the award will be presented.

The National President will be seeking feedback on whether this format should be adopted for future meetings.

Appendix 'A' - Agenda

Participants:

Bruce Roy	National President
Martine Babcook	National Vice-President
Steve Colterman	National Vice-President
William Tait	National Vice-President, Equity
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
Ian Leblanc	Regional Vice-President, National Capital Region
Andrea Lima	Regional Vice-President, Vancouver and Lower Mainland
Troy MacDonnell	Regional Vice-President, New Brunswick, and Prince Edward Island
Paul Paquette	Regional Vice-President, National Capital Region
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

Staff:

Dominique Barrette	Director, Communications, Political Actions & Administration
David Girard	Director, Representation & Labour Relations
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.

1. Award of Merit

Anthony Drozdowski, Chair of the Union Recognition Committee, informed the National Council that the committee had received two applications for the Award of Merit. He stated that the committee recommends the nominations of Marc Rousseau and Grant Russell for the award of merit and presented the following two motions.

m/s Anthony Drozdowski / Jean-Michel Riel

That the National Council concurred with the nomination from Local 70013 to honor Marc Mousseau for his dedicated service to the union by awarding him the Award of Merit from Government Services Union.

Secret Ballot. MOTION CARRIED UNANIMOUSLY (A 2/3 MAJORITY WAS NEEDED).

m/s Anthony Drozdowski / Jean-Michel Riel

That the National Council concurred with the nomination from Local 70020 to honor Grant Russell for his dedicated service to the union by awarding him the Award of Merit from Government Services Union.

Secret Ballot. MOTION CARRIED UNANIMOUSLY (A 2/3 MAJORITY WAS NEEDED).

2. Representation Section (Update)

David Girard, Director, Representation & Labour Relations provided a verbal report on the Representation Section. He stated that there are currently three Union representatives in the office, actively addressing issues which are under control. The goal is to keep Regional Vice-Presidents and Locals informed. He then responded to questions from the National Council.

3. Phoenix (Update)

National President provided an update on the Phoenix Pay System.

Key Points:

- The PSAC National President, Sharon DeSousa sits at the Executive Level UMCC.
- The National President sits on the Technical Sub-Committee which he co-chairs with Pankaj Sehgal, Associate Assistant Deputy Minister for Treasury Board of Canada Secretariat.
 - **Massive Backlogs:** The department continues to face a significant backlog of unresolved pay issues.
- The National President leads the consultation with Human Capital Management Branch Consultation:
 - **Discussion Topics:** Internal issues, impacts and briefing at the PSPC level about the Branch.
 - **Dayforce:** William Tait and Steve Colterman are the lead. David Girard and Dominique Barrette sit on the sub-committee.
 - It was noted that while we do not have detailed information about Dayforce, it is anticipated that the government may be aiming to reduce staffing levels required to process pay.

4. Events (Update)

Dominique Barrette provided the following updates on GSU events.

- Western Regional Conference will be held at the beginning of October 2024 in Calgary.
- Quebec Regional Conference will be held at the beginning of November 2024 in Quebec.
- Human Rights Conference 2025 will be held in January 2025. Approximately, thirty applications were received, and applicants will be receiving the call letter shortly.
- Local Presidents' Conference 2025 will be held at the beginning of May 2025 in Calgary and the call letter will be sent in January 2025.
- Health and Safety Conference 2025 will be held in September 2025 in Montreal.

More details on these conferences will be provided. Dominique Barrette also stated that the National Capital Regional Conference was a success which was held in May 2024. If you have any agenda items for these conferences, please send an email to Dominique.

5. Federal Student Work Experience Program (FSWEP)

The National President read the PSAC XO regarding the Federal Student Work Experience Program (FSWEP). The PSAC is requesting feedback on this program, and the National President asked for input from the National Council. After some discussions, it was noted that the concerns raised does not apply to GSU, but the National President will continue to monitor the situation.

6. Members' Queries Procedure (Discussion)

A discussion took place regarding the member's queries procedure. Dominique explained the process, and National Council provided their feedback. It was noted that Local Presidents and Regional Vice-Presidents need to be kept informed to ensure that queries are answered in a timely manner, respecting the grievance timeline if applicable.

7. Virtual Annual General Meeting (AGM) (Discussion)

The National President noted that he attends Annual General Meetings in various formats: hybrid, virtual, and in-person. He mentioned that the hybrid format is not always effective if the necessary audio equipment is not available. Additionally, the costs associated with the hybrid model are the responsibility of the local. He also mentioned that while virtual meetings can be effective, however participants' engagement can lessen if a large number of participants attends. The National Council shared their comments, and feedback varied. Dominique indicated that the best solutions are those that work best for the local as all regions are different.

8. Regional Roundtable (Discussion)

The meeting ended with a round table discussion.

Key Points discussed:

- The usefulness of Regional Caucus meetings.
- Consultants from the Federal government.
- Phoenix - Monitoring Dayforce.
- Discrepancies related to the Duty to Accommodate and return to work.
- Strategies for mobilization and member engagement.
- Limited actions taken regarding Mental Health Training.
- Addressing the backlog of grievances.
- The impact of AI moving forward.
- Concerns about bilingualism affecting members' eligibility for advancement.
- Discussions on telework and return-to-work policies.
- The need for generic emails for locals for mass communication.

Action Items:

- David Girard requested that locals send their Terms of Reference by today or tomorrow.
- Martine Babcook informed the National Council that expense claims submitted by September 26, 2024, will be processed for payment by October 4, 2024.

The National President thanked the National Council for their valuable feedback and the productive discussions.

The meeting adjourned at 4:26 p.m.

1. Call to Order (Friday, September 20, 2024)

The meeting of the GSU National Council was called to order at 9:03 a.m. on Friday, September 20, 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
Steve Colterman	National Vice-President
William Tait	National Vice-President, Equity
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
Ian Leblanc	Regional Vice-President, National Capital Region
Andrea Lima	Regional Vice-President, Vancouver and Lower Mainland
Troy MacDonnell	Regional Vice-President, New Brunswick, and Prince Edward Island
Paul Paquette	Regional Vice-President, National Capital Region
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

Staff:

Dominique Barrette	Director, Communications, Political Actions & Administration
Ray Hall	Financial Coordinator
Maria Thomas	Executive Assistant to the National President
Diane Rancourt	Communications & Administrative Assistant

Observers:

Vincent Brassard	Local President 70013
Rick Gabbey	Local President 60009
Liliana Manolache	Local President 00027 (a.m.)
Michael Murphy	Local President 90031
Suzanne Sirois	Local President 70017
Joe Walsh	Local President 20001
Pinar Sahin-Canturk	Vice-President Local 70017
Gerry Finnigan	Vice-President Local 60018
Melody Greer	Chief Shop Steward Local 90031
Sonia Sangiorgi	Secretary Local 70055

Guest:

Randy Howard	Former GSU National President
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Announcements

Simultaneous Translation Services:

- Simultaneous translation services were provided for this meeting.

Land Acknowledgement Statement

National President reads the following statement:

I would like to acknowledge that the land on which we are gathered is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq people. This territory is covered by the "Peace and Friendship Treaties," first signed by the Mi'kmaq, Wolastoqiyik (Maliseet), and Passamaquoddy peoples with the British Crown in 1726. For over 13,000 years, the Mi'kmaq have lived on this beautiful land, enriching Nova Scotia with their legends, art, music, spirituality, history, and language.

2. Adoption of Agenda

m/s **Martine Babcook / Troy MacDonnell**

To defer item **6(b): Adoption of the 2023 Audited Financial Statements** to the next National Council meeting.

That the agenda be adopted as amended.

Motion carried.

(Appendix 'A')

3. Hours of Session

Anthony Drozdowski proposed changing the lunch time to 11:30 a.m. instead of 12:00 p.m.

That the hours of session be adopted as proposed:

- **Friday, September 20, 2024**
 - 9:00 a.m. – 11:30 a.m.
 - 12:00 p.m. – 5:00 p.m.

Motion carried.

4. Approval of Minutes

a) May 15, 2024 – Virtual National Council Meeting

m/s **Sheldon Jacobs / Anthony Drozdowski**

That the minutes of May 15, 2024, be adopted as presented.

Recorded vote #1. Motion carried.

5. Report of Elected Officers

a) National President

National Vice-President, Steve Colterman assumed the Chair. (9:09 a.m.)

m/s Bruce Roy / Sarah Bolger

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

Recorded vote #2. Motion carried.

(Appendix 'B')

National President assumed the chair at 9:11 p.m.

b) National Vice-Presidents

m/s Jean-Michel Riel / Mélanie Hamel

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

Recorded vote #3. Motion carried.

(Appendix 'C')

c) Regional Vice-Presidents

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

- **William Tait:** He thanked his committees for their hard work.
- **Andrea Lima:** She mentioned that a Regional Director General has been hired for the region.

No other comments from the National Vice-Presidents or Regional Vice-Presidents.

m/s Sarah Bolger / Steve Colterman

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

Recorded vote # 4. 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. She then read her report and stated that item 6.b) is deferred.

b) Motion: Adoption of 2023 Audited Financial Statements

This item was deferred to the next National Council meeting. (December 3, 2024)

c) Motion

m/s Martine Babcook / Mélanie Hamel

F-04-24 Appointments of Auditors

Be it resolved that GSU National Council appoints Andrews & Co. Chartered Professional Accountants for the December 31, 2024, Financial audit.

Recorded Vote # 5. Motion Carried.

m/s Martine Babcook / Mélanie Hamel

That the Finance Committee Report be adopted as presented.

Recorded Vote #6 . Motion Carried.

(Appendix 'E')

7. GSU By-laws Committee

a) Report

b) Changes to regulations and Policies

Voting Process

The National President indicated a voting process where only votes against are recorded, which the National Council agreed upon.

Color-coding

The color-coding clarification means that text in red with a strikethrough is being removed, while text in green represents new additions.

It was indicated that all resolutions will be automatically moved and seconded by the Co-chairpersons William Tait and Reni Stein on behalf of the Committee.

BY-LAW 9 – MEETINGS

General-RULES OF ORDER

All Local meetings shall be governed by PSAC Rules of Order.

Recorded Vote #7. Motion Carried.

SECTION 1 – EXECUTIVE COMMITTEE MEETINGS

- a) The Executive Committee shall hold regular meetings for the proper conduct of the Local's affairs.
- b) Executive Committee Meetings will be open to the general membership. Notices of these meetings will be **communicated to the members using various communication means, including, but not limited to, bulletin boards, social media or email,** ~~placed on bulletin boards~~ advising the membership of the time and location of the meet.
- c) A quorum for Executive Committee Meetings shall be a clear majority of elected officers.

Recorded Vote # 8. Motion Carried.

SECTION 2 – **Annual General Meeting ~~MEMBERSHIP MEETINGS~~**

Recorded Vote # 9. Motion Carried.

- a) The governing body of the Local shall be the Annual General Membership Meeting, which shall be held **before April of** ~~in~~ each year.
- ~~b) Members of the Local shall be given advance notice of the scheduled Annual General Membership Meeting at least days before the meeting to give them time to prepare motions and amendments to the By-laws if they wish.~~

Recorded vote #10. The motion was defeated as a 2/3 majority was required.

- c) The date, time, location and the proposed Agenda for the Annual General Membership Meeting shall be advertised to the members of the Local at least **45** days before the meeting.

Point of Order

Martine Babcook requested that the motion be read. William Tait read the motion for clarification.

a/s Azra Jusuf / Anthony Drozdowski

To change "45 days" to "30 days".

After some discussion the motion was **withdrawn**, and we resumed dealing with the main motion.

a/s Azra Jusuf / Ian Leblanc

To change "45 days" to "30-day" calendar days.

We resumed dealing with the original motion.

Note: Mélanie Hamel noted to add the strikethrough to the "b)" portion in the French version to match the English version.

SECTION 2 – **Annual General Meeting MEMBERSHIP MEETINGS**

- ~~d) The date, time, location and the proposed Agenda of all other General Membership Meetings shall be advertised to the members of the Local at least _____ days before the meeting.~~
- ~~e) Regular General Membership Meetings may be held as determined by the Local Executive or by decision of the membership at the Annual General Membership Meeting.~~
- f) The agenda for the Annual General Membership Meeting shall be presented by the Executive Committee and shall include but not be limited to the following:
1. Call to Order by the Chairperson
 2. Roll Call of Officers
 3. Minutes of previous General Membership Meeting
 4. Report of President
 5. Report of Treasurer
 6. Audited Financial Statements
 7. Approval of Local Budget
 8. Committee Reports
 9. Amendments to By-laws, if any
 10. Nomination and Election of Officers, if any
 11. Nomination and Election of Auditors
 12. Other Business
 13. Adjournment

Recorded vote #11. Motion carried with a 2/3 majority

SECTION 3 – Other Membership Meetings

- a) **The date, time, location and the proposed Agenda of all other General Membership Meetings shall be advertised to the members**

of the Local at least 21 days before the meeting.

- b) Regular General Membership Meetings may be held as determined by the Local Executive or by decision of the membership at the Annual General Membership Meeting.
- c) A Special Membership Meeting shall be called at the request of a majority of the Local Executive or at the written request of 25% of the membership or 30 members (whichever is less.) The Local Executive shall decide the time and place, but it shall be held within a period of 30 calendar days of the request. A Special Membership Meeting shall deal only with the matters for which it was called unless the members present agree by a two-thirds majority to consider other matters of an urgent or necessary nature.

Recorded vote #12. Motion carried with a 2/3 majority. (New section - Other Membership meetings.)

Recorded vote #13. Motion carried with a 2/3 majority.

SECTION 4 – Quorum

- a) For GSU Locals with **more than 50 members**, at minimum, a quorum for any General Membership meeting including the Annual General Meeting shall be:

- i. The majority of the Local Executive Committee; AND
- ii. Local members in good standing, equal to the number of positions within the Local Executive plus 1.

Example:

1. If the Local Executive Committee consists of 6 members, the minimum quorum shall be 11 (4+6+1).
2. If the Local Executive Committee consists of 5 Executive Committee members (majority = 3) + 6 members in good standing = 9 for quorum.
3. If the Local Executive Committee consists of 4 Executive Committee members (majority = 3) + 5 members in good standing = 8 for quorum.
4. If the Local Executive Committee consists of 3 Executive Committee members (majority = 2) + 4 members in good standing = 6 for quorum.

- b) For GSU Locals with **less than 50 members**, at minimum, a quorum for any General Membership meeting including the Annual General Meeting shall be:

- i. The majority of the elected Local Executive Committee; AND
- ii. Local members in good standing.

~~d) A Special Membership Meeting shall be called at the request of a majority of the Local Executive or at the written request of 25% of the membership or 30~~

~~members (whichever is less.) The Local Executive shall decide the time and place, but it shall be held within a period of 30 calendar days of the request. A Special Membership Meeting shall deal only with the matters for which it was called unless the members present agree by a two-thirds majority to consider other matters of an urgent or necessary nature.~~

SECTION 3 – RULES OF ORDER

All Local meetings shall be governed by PSAC Rules of Order.

Recorded vote #14. Motion carried with a 2/3 majority.

BY-LAW 13 – BY-LAWS AND AMENDMENTS

General

Amendments to the By-Laws shall be done in accordance with GSU Policy 12.

Recorded vote #15. Motion carried with a 2/3 majority.

SECTION 1

Any proposed changes to these By-laws shall be submitted in writing to the **Local President** ~~Secretary~~ at least 30 days prior to the date set for a General Membership Meeting. Proposed amendments must be detailed in the Notice of Meeting.

Recorded vote #16. Motion carried with a 2/3 majority.

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, GSU. ~~Amendments to the By-Laws shall be done in accordance with GSU Policy 12.~~

REGULATION 4 – EXPENSES FOR MEMBERS ON GSU BUSINESS

GENERAL

This regulation shall be known as the Expenses for Members on GSU Business Regulation. Elected Officers of the GSU are entitled to reimbursement for expenses incurred when travelling on authorized Union business. This Regulation applies to all members travelling on any kind of GSU business. **Unless otherwise specified, virtual events are excluded from this regulation.**

Recorded vote #17. Motion carried with a 2/3 majority.

SECTION 6 – **GSU EVENTS ON DAYS OF REST**

GSU members ~~on GSU business~~ **travelling for or attending a GSU event** 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.

Recorded vote #18. Motion carried with a 2/3 majority.

SECTION 14 – PSAC Triennial National Convention **EVENTS**

When a GSU member is attending a PSAC Triennial National 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.

Recorded vote #19. Motion carried with a 2/3 majority.

m/s William Tait / Reni Stein

SECTION 15 – PSAC Triennial Regional Conventions & Conferences **EVENTS**

Recorded vote #20. Motion carried with a 2/3 majority.

a) **This Section only applies to GSU National Council Members.**

b) PSAC Triennial Regional Conventions:

When a GSU National Council member is attending a PSAC Triennial Regional Conventions, 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.

Recorded vote #21. Motion carried with a 2/3 majority.

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.

Note: It was indicated to remove the word "other" in c). Indicated in purple for ease of reference. This does not apply to the French version.

Recorded vote #22. Motion carried with a 2/3 majority.

REGULATION 5 – GSU STANDING COMMITTEES

General

At the beginning of each cycle, the National President shall name a chair for each standing Committees and appoints committees' members.

Recorded vote #23. Motion carried with a 2/3 majority.

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

SECTION 2 – GSU LIFE MEMBERSHIPS: RIGHTS, PRIVILEGES AND OBLIGATIONS

- a) A Life Member of GSU, who is eligible for regular GSU membership, is entitled to all the rights and privileges of that membership.
- b) A GSU Life Member shall be exempt from paying dues to GSU.
- c) All Life Members who are no longer a delegate at the GSU Triennial Convention will be invited to attend ~~one (1)~~ GSU Triennial Convention, as an observer, at GSU expense.
- d) ~~Any member who previously attended a GSU Triennial Convention as a Life Member and at GSU expenses does not qualify for this privilege.~~

Recorded vote #24. Motion carried with a 2/3 majority.

REGULATION 9 – LOCAL FINANCIAL ACCOUNTING

GENERAL

This regulation shall be known as the Local Financial Accounting regulation and is issued under the authority of By-law 10.

SECTION 1 – BUDGETS

- i. All Locals must submit a budget to the **Annual** General Membership Meeting of the Local.

Recorded vote #25. Motion carried with a 2/3 majority.

Note: Regulation 10 – Discipline Procedures was moved to the end.

REGULATION 11 – REPLACEMENT OF THE NATIONAL PRESIDENT

SECTION 2 – VACANCY DUE TO INCAPACITY **OR RESIGNATION**

The National Council will be advised, at the earliest opportunity, of the National President's incapacity **or resignation** and that the National Vice-president, as selected using the process indicated in section 1 of this Regulation, is acting as the Interim National President. The National Council shall, within one month of the vacancy elect the National President, from among the National Vice-presidents, using a clear majority of the secret ballots cast.

Recorded vote #26. Motion carried with a 2/3 majority.

-
- a) Incapacity is considered to be death or long-term sickness or disability, where a return to work is not expected.
 - b) The National Vice-president chosen to replace the National President will be required to relocate to within commuting distance of the National Capital Region. **National Council has the discretion to remove this requirement.**

- c) The vacant National Vice-president position created by this Regulation will be filled using the procedure detailed in GSU By-law 9.
- d) The National President elected using this Regulation shall serve for the remainder of the normal term of office.

Recorded vote #27. Motion carried with a 2/3 majority.

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. 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.

Note: It was indicated to remove the word "Seminar" in the paragraph.

Recorded vote #28. Motion carried with a 2/3 majority.

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 **GSU**, PSAC, CLC and other Federation of Labour Conferences or Conventions.

Recorded vote #29. Motion carried with a 2/3 majority.

SECTION 2- PSAC CONFERENCES AND TRIENNIAL REGIONAL CONVENTIONS LOCAL SUBSIDY

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

The Local President must request the subsidy for each delegate, in writing, **within 90 days** 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.

Recorded vote #30. Motion carried with a 2/3 majority.

POLICY 11 – NATIONAL COUNCIL MEETINGS OPEN TO THE GENERAL MEMBERSHIP

National Council meetings will be open to the general membership of the Component. Before the meetings, invitations are to be sent to Local Presidents and only those persons who indicate they will be attending can do so. Deadlines for responses to the invitations will be set. **Unless otherwise specified, locals are responsible for observers' expenses.**

Recorded vote #31. Motion carried with a 2/3 majority.

Point of Order

Steve Colterman indicated that Policy 18 was skipped over.

~~POLICY 18 – GSU AWARDS AND BURSARIES / PSAC AWARDS PROCESS~~

~~In the Spring of every year, a notice will be sent to the National Council and Local Presidents advising them of the GSU and PSAC Awards Program. The process will be posted on the GSU and PSAC website, respectively.~~

~~The PSAC National Board of Directors (NBOD) has established criteria to govern the granting of PSAC long-term service pins and certificates. The awards seek to recognize long-term officers of the union at any level who have continuously served the membership.~~

~~Criteria and applications forms can be found on the respective websites.~~

Recorded vote #32. Motion carried with a 2/3 majority.

~~POLICY 19~~⁸ – ~~EQUITY TRAINING~~ HUMAN RIGHTS EDUCATION AT ~~ALL~~ GSU ~~LEADERSHIP~~ EVENTS

Recorded vote #33. Motion carried with a 2/3 majority.

POLICY 18 – HUMAN RIGHTS EDUCATION AT GSU EVENTS

Whenever possible, GSU will provide **Human Rights education** at its events **where GSU Leadership is participating** **with the intent to broaden awareness on human rights issues among its activists and members.** ~~ensure that Local Presidents, Regional Vice-presidents, National Vice-presidents and the National President are open to all our members and aware of some of the challenges that our equity members face.~~

Recorded vote #34. Motion carried with a 2/3 majority.

Note: Mélanie Hamel indicated that the French and English versions are not the same. In the French version no strikethrough. William Tait stated that the French version will be updated to match the English.

POLICY 19 – GUESTS AT GSU EVENTS

GSU members attending a GSU event may **by be** accompanied, but, unless specified, will be responsible for the expenses of their guests.

When GSU organizes a group activity, the National Office will determine the cost per person. The cost, along with the procedure to remit will be provided to participants during the online registration process.

Note: Anthony Drozdowski noted that there was an error in the sentence – **by** to be replaced by **be**. Indicated in purple for reference. This correction will be made and only applies to the English version.

Recorded vote #35. Motion carried with a 2/3 majority.

REGULATION 10 – DISCIPLINE PROCEDURES

GENERAL

This regulation shall be known as the Discipline Procedures Regulation and is issued under the authority of GSU By-law 15. **Allegations of misconduct made at any level of the union shall be dealt with as per Regulation 19 of the PSAC Constitution.**

Section 1 – TimeFrames

- a) **In the case of discipline resulting from a strike, allegations must be filed within one year of the end of the strike.**
- b) **In the case of discipline relating to any other kind of misconduct, allegations must be filed within 90 calendar days of the incident.**
- c) **The investigation shall start no longer than 30 calendar days from the date of the receipt of the complaint.**

Section 2 – Receiving Body

- a) **Allegations of misconduct should be submitted to the appropriate receiving body:**
 - i. **At the Local Level, the appropriate receiving body is the Local President. A complaint at the Local level may also be submitted to the Regional Vice-president or the National President, if there is appropriate reason to do so.**
 - ii. **At the national level the appropriate receiving body is the National President.**
 - iii. **Allegations against the National President shall be submitted to the National Vice-president delegated to act for the President in accordance with section 1 of GSU Regulation 11.**

- b) The appropriate body receiving the allegation(s) shall determine whether “evidence” (prima facie and supporting document) warrants an investigation, in which case they will submit the complaint to the investigation committee.

Section 3 – Investigation Committee and reporting

- a) The appropriate body shall establish an internal or external impartial investigation committee consisting of three (3) people to investigate and assess the charges, including the receipt of oral and written evidence.
- b) Notwithstanding 2 (a) and (b) above, the National President shall have the authority to intervene and establish an Investigation Committee at the national level.
- c) All members of the Committee must have completed the PSAC Internal Investigations Training Course
- d) If allegations are founded, the report of the Committee established in Section 3 a) of this Regulation shall consist of two parts.
 - i. Part I: will include a finding of fact that confirms the members have violated the PSAC Constitution and/or GSU or Local By-Laws. This part of the report cannot be amended.
 - ii. Part II: will recommend the specific disciplinary action, if any to be imposed.

Section 4 – General Procedure

- a) The member(s) charged with misconduct shall be provided with a copy of the charges and, both the members making the charge and member(s) charged will be afforded the right to appear before the Investigation Committee.
- b) Witnesses may appear before the committee if invited by the committee. A witness is an individual who witnessed the alleged misconduct or who has some other type of relevant information that will assist in determining whether a contravention occurred.
- c) The Committee shall submit a Committee report to the member against whom the allegation(s) has been made, the member(s) who submitted the allegation(s) and the appropriate body who established the Committee.
- d) If the Committee determines that the PSAC Constitution or appropriate body by- laws were not violated, no further action is taken.
- e) If the Committee determines that the PSAC Constitution or appropriate body by- laws were violated but does not recommend disciplinary action, the Committee report shall be placed before a special or general meeting of the National Council and shall be subject to acceptance of two-thirds (2/3) of National Council members; if the member(s) initiating disciplinary action against another member(s), and the accused member(s) are part of the National Council, they shall be denied voice and vote during the decision-making process.
- f) If disciplinary action is recommended, the Committee report shall be placed before a special or general meeting of the National Council and shall be subject to acceptance of two-thirds (2/3) of National Council members; if the member(s) initiating disciplinary action against another member(s), and the accused member(s) are part of the National Council, they shall be denied voice and vote during the decision-making process.

- i. If the National Council accepts a recommendation of removal from office, the National President shall convey in writing that decision to the member or members concerned together with written notice that an appeal may be submitted within sixty (60) calendar days of receipt of the disciplinary notification.
- ii. If the National Council accepts a recommendation to suspend or expel from membership, the National President will convey the recommendation to the PSAC National Board of Directors together with all relevant documentation.

Section 5- Appeal Procedure

- a) A written notification of the individual's intent to appeal must be submitted to the National President within sixty (60) calendar days of receipt of the disciplinary notification.
- b) The National President will appoint an Appeals Officer to hear the appeal within sixty (60) days of receipt of the appeal. The Appeals Officer must be agreed upon by all parties.
- c) The appeal hearing will be held within sixty (60) days of the appointment of the Appeals Officer.
- d) The appeal decision of the Appeals Officer shall be final and binding on all parties to the appeal.
- e) The President shall have the authority to remove a member from office in order to reinstate a member to office, in compliance with an appeal decision.

SECTION 1 – GENERAL PROCEDURES

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

- ~~a) Allegations of misconduct against any member shall be in writing, signed by the complainant and shall indicate the section of the Local or GSU By-laws or Alliance Constitution under which the complaint is being filed. The action related to the misconduct shall be clearly stated and proof or evidence of the misconduct shall be included with the complaint.~~
- ~~b) The complaint shall be submitted to the appropriate body and, at the same time, a copy of the complaint shall be provided to the member against whom the complaint is made.~~
- ~~c) Timeframes
 - ~~i. In the case of discipline resulting from a strike, allegations must be filed within one year of the end of the strike.~~
 - ~~ii. In the case of discipline relating to any other kind of misconduct, allegations must be filed within 90 calendar days of the incident.~~
 - ~~iii. The investigation shall start no longer than 30 calendar days from the date of the receipt of the complaint.~~~~
- ~~d) Any complaint or accusation found to be frivolous and intended to harass, embarrass, or discredit a member or members may result in a recommendation of disciplinary action against the complainant being included in the investigation committee's report.~~
- ~~e) Both the member charged and the member making the allegation shall have the right to appear before the investigation committee.~~

- ~~f) Witnesses may appear before the committee if invited by the committee. A witness is an individual who witnessed the alleged misconduct or who has some other type of relevant information that will assist in determining whether a contravention occurred.~~
- ~~g) Reports of the Investigation Committee shall consist of one or two parts depending on whether the allegation is upheld by the Committee.

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

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

SECTION 2 – LOCAL PROCEDURE

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

- ~~a) The 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 2/3 majority vote of the National Council.~~
- ~~c) The disciplined member or members may appeal the decision following the procedure described in Section 5 of this Regulation.~~
- ~~d) The results of all complaints and investigations shall be submitted to the Local Executive by the National President, who, in the case~~

~~of a recommendation for suspension of membership, shall refer the recommendation to the PSAC National Board of Directors.~~

~~SECTION 3 – NATIONAL COUNCIL PROCEDURE~~

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

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

~~SECTION 4 – STANDING DISCIPLINE INVESTIGATION COMMITTEE~~

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

- ~~d) The Committee shall report to the National Council in accordance with section 1c) of this regulation, for each investigation presented to it. In addition, it shall present a more general report on its activities to each regular meeting of the GSU National Council.~~
- ~~e) If a member of the Standing Discipline Investigation Committee is personally implicated in a particular complaint, he or she shall excuse himself or herself from that investigation and shall take no part in it unless called as a witness by the committee.~~

~~SECTION 5 – APPEAL PROCEDURES~~

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

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

Recorded vote #36. Motion carried with a 2/3 majority.

8. GSU Education Committee

a) Report

National Vice-President, Martine Babcook assumed the Chair. (1:32 p.m.)

m/s Steve Colterman / Azra Jusuf

That the Education Committee Report be adopted as presented.

Recorded Vote #37. Motion Carried.

(Appendix 'F')

Note: We are now returning to discussing item **7a)** on the By-laws Committee Report.

m/s William Tait / Reni Stein

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

Recorded Vote #38. Motion Carried.

(Appendix 'G')

9. GSU Local Development Committee

a) Report

National President assumed the Chair. (1:37 p.m.)

m/s Steve Colterman / Jean-Michel Riel

That the Local Development Committee Report be adopted as presented.

Recorded Vote #39. Motion Carried.

(Appendix 'H')

b) Motion: Distant members engagement subsidy

m/s Steve Colterman / Jean-Michel Riel

Title: Distant Members Engagement Subsidy

Originator: Local Development Subsidy

WHEREAS member engagement is key to sustaining a strong union and its locals;

WHEREAS locals with wide geographical members distribution do not always have the financial resources to engage with their members;

BE IT RESOLVED that GSU creates a *Distant Members Engagement Subsidy* of up to \$500 to help admissible locals visit their members working outside of their headquarters. A Local's headquarters is defined as the address listed in PSAC Database, UnionWare.

BE IT FURTHER RESOLVED that the Subsidy be added to the GSU By-Laws, Regulations & Policies in the Policies section.

BE IT FURTHER RESOLVED that new Policy reads as follows:

Policy 21 –Distant Members Engagement Subsidy

Section 1

The GSU will provide a subsidy of up to \$500.00 per year to locals who have members working in government workplaces located at least 50 km outside of the local's headquarters.

Section 2

A Local's headquarters is determined by using the address listed in PSAC Database.

Section 3

Following the visit(s), the Local President must request the subsidy, in writing, detailing the date of the visit(s), location of the workplace they visited, the distance traveled and the number of members they met. Once the National Office receive the request, and if the local qualifies, the subsidy will be transferred to the local.

BE IT FURTHER RESOLVED that this new Policy comes into effect as of January 2025.

Andrea Lima referred the motion back to the Committee.

Point of Order

Martine Babcook raised a point of order to refer the matter back to the Committee. However, since a motion had already been presented, the National President could not accept the referral.

a/s Andrea Lima / Reni Stein

That the resolution be referred back to the Committee with the following instructions:

- Define the local headquarters.
- Report back at the December meeting.

Recorded Vote #40. Motion Carried.

10. GSU Human Rights

a) Report

m/s William Tait / Sarah Bolger

That the Human Rights Committee Report be adopted as presented

Recorded Vote #41. Motion Carried (Appendix 'I')

11. GSU Union Recognition Committee

a) Report

Anthony Drozdowski added to his report by providing an update on the GSU bursaries. A total of ten (10) applications have been received, along with one (1) for the Bob Haywood Bursary. The selection process is expected to be completed within the next two weeks.

m/s Anthony Drozdowski / Ian Leblanc

That the Union Recognition Committee Report be adopted as presented.

Recorded Vote #42. Motion Carried. (Appendix 'J')

12. GSU Young Workers' Committee

a) Report

Jean-Michel Riel added to his report that he will be reaching out to locals for their input on the 2025 Young Workers Conference.

m/s Jean-Michel Riel / Sarah Bolger

That the Young Workers Committee Report be adopted as presented

Recorded Vote #43. Motion Carried. (Appendix 'K')

13. Ratification of Committees

a) Technical changes and Work Force Adjustment (WFA)

The following members are on the committee:

Chair: Martine Babcook NVP
Members: Jean-Michel Riel RVP NCR
Anthony Drozdowski RVP Atlantic
Rick Gabbey Local President 60009 Moncton
Mélanie Hamel.

Motion carried.

b) Bargaining

The following members are on the committee:

Chair: Steve Colterman NVP
Members: Christopher Desmarais Local President 70020 NCR
Josée Mongeau Local President 10161 Montreal
Shannon Mayer Local President 40007 Saskatchewan
Michael Murphy Local President 90031 PEI

Motion carried.

14. New Business

No other business was added.

15. Round Table

The meeting concluded with a round-table discussion in which the following members of the National Council and observers spoke.

Sina Agah: He asked the following questions:

Q: Does GSU have a list of stewards from coast to coast?

A: GSU maintains a list of stewards under the Local executives on their website. The information comes from the Locals and it is up to the local to tell GSU if there are changes.

Q: How many grievances did we have in 2023 and 2024?

A: GSU is only aware of grievances at the final level unless locals use MemberLink.

Q: Does GSU have statistics on DTA and RTO so that we can learn from them?

A: The National President encourages locals to use MemberLink, as it is a very helpful tool, and it would capture the information that you are looking for. However, GSU does not require locals to use it.

Azra Jusuf: She thanked everyone, noting that it was an excellent conference and a valuable learning experience.

Sheldon Jacobs: He thanked everyone.

Ian Leblanc: He stated that it was a fantastic week filled with great work and valuable learning, and he looks forward to many more.

Anthony Drozdowski: He stated that it was a fantastic week.

Paul Paquette: He stated that it was a great week and that it was nice to see everyone.

Jean-Michel Riel: He echoed Paul 's comments.

Martine Babcook: She mentioned that it was a fantastic week with plenty of positive feedback. Please remember to fill out the form and remind your local presidents. Thank you to the observers, and safe travels to everyone.

Andrea Lima: She inquired about what could be added to the website. Dominique informed her that since it is the local page, they have the flexibility to include whatever they want. She expressed her desire to set up meetings regarding regional committees and encouraged anyone interested to email her. Additionally, she asked how she could best communicate with the National Vice-Presidents and Regional Vice-Presidents. Dominique advised that everyone has access to MS Teams, which is a good starting point for communication.

Gerry Finnigan: He mentioned that it was a great week, well-organized, and he enjoyed the presentations. He emphasized that this is the best union with the best members and encouraged everyone to continue working hard.

Joe Walsh: He thanked the National Council and staff for facilitating the conference, which was a great opportunity and is looking forward to the next one.

Michael Murphy: He expressed gratitude to everyone and shared how much he enjoyed the Local President's Conference. It was a fantastic opportunity to connect with members, and he appreciated the great introductions. He also brought a newcomer along.

Rick Gabbey: He also brought a newcomer along, and it was a great week. He was impressed with the education provided. This marked his second time attending the Local Presidents' Conference. He expressed his gratitude to the National President for his leadership and noted that GSU is well represented.

Pinar Sahin-Canturk: She valued this event more than the others. Thank you for the engaging conversations and discussions.

Sonia Sangiorgi: Thank you to everyone! It was wonderful to see familiar faces and meet new ones.

Vincent Brassard: It was a pleasure to meet everyone! I feel energized. Great networking opportunities and the shared resources. Thank you to the staff.

Suzanne Sirois: Getting to know everyone has been invaluable. Thank you to the Regional Vice-Presidents for been there for us, you are guiding us along the way answering our questions. Thank you to Bruce and Dominique, the members and to David for his presentation.

Randy Howard: Thank you for the invitation to attend the Local Presidents' Conference and National Council meetings. I am thoroughly enjoying my retirement and am glad to see so many new faces. Local presidents are truly the driving force behind our initiatives. The dinner and dance were wonderful—great job to everyone involved! Wishing you all safe travels, and a special thank you to the staff.

Bruce Roy: He thanked everyone, acknowledged that being away from family is not easy, and stated that it was a good learning experience. He complimented the staff and said we are the best component in the PSAC.

16. Adjournment

m/s Martine Babcook / Anthony Drozdowski

The meeting was adjourned at 3:06 p.m.

Action Item

9b) Motion: Distant members engagement subsidy

It was referred back to the GSU Local Development Committee with instructions and to report back at the next National Council virtual meeting in December 2024.

Recorded votes

Legend / Légende: 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	Minutes – May 15, 2024	NP Report	NVPs Reports	RVPs Reports	F-04-24 –Auditors	Finance Report	Reg. 2 BL 9 General Section	Reg. 2 BL 9 Sec. 1b) Modify language	New Section - AGM	Motion defeated AGM prior to April	45 days	New Section – Other meetings	Reg. 2 BL9– 21 days	Re.2 BL9 - Quorum	Reg.2 BL 13-new General Section	Reg. 2 BL 13 Sec. 1	Reg. 4 General- virtual
Vote Number / Numéro de vote	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Babcock, Martine, NVP	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
Tait, William NVP, Equity	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	2	2	1	1	1	1	1	2
Bolger, Sarah	3	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1
Drozdowski, Anthony	1	1	1	1	1	1	1	1	1	2	2	1	1	1	1	1	2
Hamel, Mélanie	1	1	1	1	1	1	1	1	1	2	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
Jusuf, Azra	1	1	1	1	1	1	1	1	1	2	2	1	2	1	1	1	2
Lapointe, Jason	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Lima, Andrea	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
Leblanc, Ian	4	4	1	1	1	1	1	1	1	2	2	1	1	1	1	1	1
MacDonnell, Troy	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Paquette, Paul	1	1		1	1	1	1	1	1	2	1	1	1	1	1	1	1
Riel, Jean-Michel	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	1	1	1	1	1	1	1	1	1	1	1
Umpfrey, Chantal	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

Recorded votes

Legend / Légende: 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	Reg. 4 Gen. Sec. 6 Days of rest	Reg. 4 Sec. 14 PSAC Conv.	Reg. 4 New Section 15	Reg. 4 Section 15 a)	Reg. 4 25c) delete other	Reg. 5 Standing Cttee	Reg. 7 Sec. 2 Life Members	Reg. 9 – Budget AGM	Reg. 11 Sec. 2 Replacement NP	Reg. 11 Sec 2b) relocation	Reg. 13 – delete seminar	Policy 9 – Add GSU to events	Policy 9 Sec 2 – 90 days	Policy 11 - Observers Local expenses
Vote Number / Numéro de vote	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Babcook, Martine, NVP	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
Tait, William NVP, Equity	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Agah, Sina	1	1	1	1	1	1	1	1	1	1	1	4	4	1
Bolger, Sarah	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	2	1	1	1	1
Hamel, Mélanie	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
Jusuf, Azra	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Lapointe, Jason	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Lima, Andrea	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Leblanc, Ian	1	1	1	1	1	1	1	4	1	1	1	1	1	1
MacDonnell, Troy	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Paquette, Paul	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Riel, Jean-Michel	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Stein, Reni	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Umpfrey, Chantal	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Roy, Bruce, NP	4	4	1	1	1	1	1	1	1	1	1	1	1	1

Recorded votes

Legend / Légende: 1. Yes / Pour 2. No / Contre 3 Abstain / Abstention 4. Absent / Absent-e	Policy 18 – To delete	Policy 18 – change to HR	Policy 18 – HR Education	Policy 19 – new Guests at GSU	Regulation 10	Education Report	By-law Report	LDC Report	LDC Motion Referred to Cttee	HR Report	URC Report	YW Report			
Vote Number / Numéro de vote	32	33	34	35	36	37	38	39	40	41	42	43			
Babcook, Martine, NVP	4	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			
Tait, William NVP, Equity	1	1	1	1	1	1	1	1	1	1	1	1			
Agah, Sina	1	1	1	1	1	1	1	1	1	1	1	1			
Bolger, Sarah	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			
Hamel, Mélanie	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			
Jusuf, Azra	1	1	1	1	1	1	1	1	1	1	1	1			
Lapointe, Jason	1	1	1	1	1	1	1	1	1	1	1	1			
Lima, Andrea	1	1	1	1	1	1	1	1	1	1	1	1			
Leblanc, Ian	1	1	1	1	1	1	1	1	4	1	1	1			
MacDonnell, Troy	1	1	1	1	1	1	1	1	1	1	1	1			
Paquette, Paul	1	1		1	1	1	1	1	1	1	1	1			
Riel, Jean-Michel	1	1	1	1	1	1	1	1	1	1	1	1			
Stein, Reni	1	1	1	1	1	1	1	1	1	1	1	1			
Umphey, Chantal	1	1	1	1	1	1	1	1	1	1	1	1			
Roy, Bruce, NP	1	1	1	1	1	4	4	1	1	1	1	1			



Appendix 'A' – Agenda – Discussion Day (September 17, 2024)
GSU National Council Meeting

Commonwealth A - (1:30 p.m. to 5:00 p.m.)

1. Award of Merit (vote)
2. Representation Section (update)
3. Phoenix (update)
4. Events (update)
5. Federal Student Work Experience Program FSWEP (discussion)
6. Members' Queries Procedure (discussion)
7. Virtual Annual General Meeting (AGM) (discussion)
8. Regional roundtable (discussion)



Appendix 'A' – Agenda – (September 20, 2024)

GSU National Council Meeting -Commonwealth A - (9:00 a.m. to 5:00 p.m.)

1. Call to Order
2. Adoption of Agenda
3. Hours of Sessions
Friday, September 20, 2024: 9:00 a.m. – 12:00 p.m., 1:30 p.m. – 5:00 p.m.
4. Approval of Minutes:
 - a) May 15, 2024 – National Council Meeting (virtual)
5. Reports of Elected Officers:
 - a) National President
 - b) National Vice-Presidents
 - c) Regional Vice-Presidents
6. GSU Finance Committee:
 - a) Report
 - b) Motion: Adoption of 2023 Audited Financial Statements
 - c) Motion: Appointment of Auditors
7. GSU By-Laws Committee:
 - a) Report
 - b) Changes to regulations and policies
8. GSU Education Committee:
 - a) Report
9. GSU Local Development Committee:
 - a) Report
 - b) Motion: Distant members engagement subsidy
10. GSU Human Rights:
 - a) Report
11. GSU Union Recognition Committee:
 - a) Report
12. GSU Young Workers' Committee
 - a) Report
13. Ratification of Committees
 - a) Technical changes and Work Force Adjustment (WFA)
 - b) Bargaining

14. New Business
15. Round Table
16. Adjournment

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

Dear GSU members;

This is my second report as the National President of GSU for the 2024-2026 cycle. At the outset, I want to acknowledge the significant progress we've made together in advancing the rights and welfare of our members. I remain committed to advocating for safer workplaces and working diligently to bridge the gaps within our diverse membership. My vision for the future is clear: to build a stronger, more resilient union that is well-equipped to meet the challenges of a rapidly evolving workforce landscape.

Membership

We continue to maintain a steady monthly membership of over 12,000 dues-paying members, with full members representing just over 80% of our membership. Most of our Locals have less than 15 % RAND, with 7 of them having less than 5%.

GSU has engaged in discussions with the Union of National Employees (UNE) regarding our jurisdiction; however, the situation remains unchanged.

National Council

The National Council held its first official meeting of 2024-2026 cycle in May 2024. The meeting was conducted virtually.

GSU Locals

Since my last report I have attended multiple AGMs – some virtually and others in person. GSU welcomed a few new local presidents last spring, and we are very excited to have them among our rank.

Currently, GSU continues to allow AGMs to be conducted virtually. Although I understand the benefit of conducting a meeting online, holding an AGM online can limit engagement and participation from members, as not everyone may have access to or be comfortable with the technology. Additionally, virtual meetings can lack the personal connection and spontaneity of in-person interactions, potentially hindering open discussions and the building of relationships. This raises an important question: Should we continue allowing virtual AGMs, or is it time to return to in-person meetings? And if virtual are to become the new norm, should we establish clear guidelines and requirements? These are important discussion that lie ahead.

GSU Regional Conferences are also underway, and feedback has been nothing but positive. Members from locals' executives in the NCR and the Royal Canadian Mint were the first ones to participate in their regional conferences. Up next will be the Western region in October and the Quebec region in November. Followed by the Atlantic and B.C. in early 2025.

GSU Standing Committees

A new standing committee was created following National Council approval in May. This committee's mandate is to focus on workforce adjustment and technological changes to ensure that when such situation arise, we have a team that can fully monitor what is going on and ensure the employers meet their obligations.

Additionally, we have also formed a Bargaining Demands Committee. This committee will be responsible for reviewing bargaining demands submitted by GSU members and selecting which demands will be forwarded to the PSAC Bargaining Conference.

GSU Events

The 2024-2026 is a cycle packed with events. We have already signed contracts with the various venues where our events will take place. For the remainder of 2024, we have two regional conferences scheduled. In 2025, in addition to two regional conferences, we will host three national events: the Human Rights Conference in January, the Health & Safety Conference in September and the Young Workers Conference in November. Finally, in 2026, we will celebrate our 10th Triennial Convention.

GSU National Office

With GSU's growing workforce, we're currently facing a shortage of office space, highlighting that our current setup is no longer sufficient to accommodate everyone. To address this, renovations will soon be underway to expand and improve our workspace, ensuring that we have the necessary room to operate efficiently and comfortably. Most of the costs will be subsidized by PSAC Holdings, as part of our new lease agreement. If everything goes as planned, we will look forward to welcoming you to our new space in early 2025.

Labour-Management Consultations

Ongoing consultations with PSPC and SSC continue, and we come prepared to these meetings despite the limited information provided by the employers. Since my last report, I have held the employers accountable for their lack of consultation on the implementation of the new pay system, the introduction of AI and the revision of the prescribed presence in the workplace directive.

We are also working with PSPC and SSC to finalize the Terms of Reference for the Joint Consultation Committee on Telework, following the Letter of Agreement negotiated during the last round of negotiations. Although some Components have opted out of these committees, we believe that despite the employer's lack of respect in the consultation process, it's crucial to maintain open lines of communication to ensure our concerns are still heard.

Additionally, I sit on TBS JCC for the Review of the TBS Directive on Telework. The first three meetings were spent discussing the committee' mandate. We are still waiting for answers to our questions from TBS, and the next meeting is scheduled for September.

PSAC Convention & NBoD

PSAC Convention was held in Ottawa from May 26, 2024, to May 31, 2024. GSU was well represented on the convention committees, with all three national vice-presidents sitting on one of the four committees. As for myself, I was co-chairing the Constitution Committee. I am also pleased to report that one of the resolutions forwarded by GSU to PSAC Convention was adopted by the delegates; NEGO-029 called on PSAC to include mental health training in their National Education Program in for the next cycle.

Following the PSAC Convention, where a new national leadership was elected, the NBoD held a weeklong meeting to address unfinished business from the Convention. Since then; I have attended several other NBoD meetings.

Conclusion

I will conclude my report by thanking GSU union activists. As we have now passed the midpoint of 2024, your leadership has brought about significant strides in advancing the rights and welfare of our members. As we move forward, your commitment to our cause is unwavering, and your dedication will undoubtedly leave a lasting impact on our union and the broader labor movement.

Respectfully submitted



Bruce Roy
National President
Government Services Union

Activity Report for 2024

Date	Activities
May 17	Joint Consultation Committee Meeting for the Review of the Treasury Board Directive on Telework
May 21	PSPC – Corporate Services Labour Management (CSLM)
May 21	GSU Education Committee
May 22	PSPC – Science and Parliamentary Infrastructure Branch (SPIB)
	GSU Local 70019 – Executive Meeting
May 23	GSU Local Development Committee (LDC)
	PSPC Introduction meeting – Labour Relations
May 25	GSU Local 70019 - Retreat
May 25	PSAC NBoD Meeting
May 26 - May 31	PSAC National Triennial Convention 2024
May 31	PSAC NBoD Meeting
June 5	Touchbase - Unions and the Office of the Ombuds
June 5-6	GSU Regional Conference Royal Canadian Mint (RCM)
June 10	Special NBoD Meeting
June 11	GSU Young Worker's Committee
June 12	Annual General Meeting (AGM) Local 60018
June 12	Special General Meeting Local 70017
June 13	Annual General Meeting (AGM) Local 60009
June 13	SSC Human Resources Union-Management Consultation Committee (HRUMCC)
June 17	GSU, PSAC & PSPC re: Discuss the usage of robots in the workplace
June 18	PB & DMPB LMCC
June 19	PSPC National Health and Safety Policy Committee
June 25-28	PSAC NBoD Meeting
July 9	Ad hoc Executive Level UMCC (Phoenix)
July 9	GSU/UNE Jurisdiction Discussion
July 24	PSAC Holdings Board Meeting
July 25	GSU Local Development Meeting (LDC)
July 25	PSAC NBoD Meeting
August 19	GSU By-laws Committee Meeting
August 20-21	Advocacy & Representation on Workplace Racism
August 22	GSU Equity Meeting
August 29	Telework Campaign
August 29	Human Capital Management (HCM) (Pay Administration Branch)

**Appendix 'C' – Report of National Vice-President, Martine Babcook
National Council, September 20, 2024**

Greetings hope everyone is having a great Summer. Since my last report in March, we are now dealing with the upcoming return to work from 2 days a week to 3 days in September of 2024. Questions we are asking at Consultation is how the 3-day work week will be applied when the 40% work week is barely being applied, how will members be accommodated with more people in the office when space is limited.

The Finance Committee met on April 16 and 17, 2024 and we welcomed our new Financial Officer to GSU Ray Hall as well as the new Financial Review Committee which was appointed as per By-Law 14 Section 8 which are as follows:

Martine Babcook –Chair
Melanie Hamel – Co-Chair
Paul Paquette – RVP- NCR
Sonja Gagné – Local President 10060 Matane
Vincent Brassard – Local President 70013 NCR

We reviewed the terms of reference, reviewed the National Presidents expenses and over time as per regulation 6b and reviewed Regulation 4 and 6 and Policy 9 and made recommendations to the By-Laws Committee. The following are the recommendations:

1-Financial Aid to Locals in case of Strike

2-Members guest at GSU function

Shared Services updates are now including AI and WFA to the meetings as well as a healthy discussion on French Language Training and meeting the criteria to advance in bilingual positions or even get the certification to apply. We've continued to meet with the SSC Ombudsman and have meaningful discussions on his upcoming reports. SSC is also going to have a Union link on their site which we will be able to post upcoming AGM, meetings, how to contact your Executive etc. we are still meeting in late August to discuss what this will look like.

There was one pay incident at SSC where the strike claw back was taken out of a pay without prior notice to the member and this was done in July of 2024. It was reported to the pay centre when the initial enquiry was made as to why the member was left with little to no pay. I've mentioned it to William Tait who will mention it at PAB Consultation.

WFA update, I am currently in contact with the RVP of Ontario Azra Jusuf on the potential WFA at the Kingston Bridge.

I look forward to seeing you all in Halifax and answer any of your questions.

Respectfully submitted by,

Martine Babcook
National Vice President
Government Services Union (GSU)

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

May 2024 to September 2024

The spring/summer period has been a slow period for Employer/Union consultations. With most being completed in the winter, I have had the time to focus on my job and when possible, union activities.

The consultations on which I have participated, I have had the opportunity to raise some worker issues that I will continue to push.

- In meeting with Real Property, I raised the issue of Departmental consultant dependency to comply with Budget 2023. As a suggestion, I inquired if the department would be removing duplicated tasks such as the Real property help desk work being conducted by both BGIS and FTEs.

Management Response: The employer noted this to be an opportunity to reduce contractors but did not commit to any cuts. Next RP consultation is planned for November, I will continue to pursue commitments here.

- In meeting with Corporate services where employer noted new language requirements that supervisors and managers must be level CBC, I posed the question, “Do the upgraded language profile requirements apply to Contractors given instances of IT related projects, all technical documentation is only contractually required to be provided in English.

Management Response: The employer noted it would be too expensive to provide translated technical documents. They did acknowledge there is a lot of work to do to get the process perfect.

- In a consultation with Labour relations, PSPC Real property rolled out the “Verbix” robot earlier this spring. President Bruce highlighted union opposition to this intrusive and job cutting measure in various National news interviews. Details and presentations available in the Dashboard folders.

Management Response: Phase 2 testing is scheduled for August 2024. Although the employer provided very brief consultation on this issue, it is an issue on which we much all be vigilant.

Activities in this cycle and ongoing

- I attended the PSAC National Triennial Convention. GSU members were very well represented by our delegates, many of whom went to the mics to provide great interventions. Congratulations and thank you to you all who participated. Congratulations also to our new National President, Sharon DeSousa, our new National Executive Vice-President Alex Silas and as a result of Alex’s successful campaign, the new NCR Regional Executive Vice President, Ruth Lau MacDonald.

- Participated in picket supporting PSAC – UNE local 70369 and UNIFOR Local 1541 representing members who have been on strike since May 2024. Their employer Best Theratronics refuses to negotiate in good faith and has proposed a two-year contract with zero wage increases. At time of writing this report, were still on the picket line.
- Picket support for UNDE Non-Public funds locals in Quebec and Ontario. These workers, most of whom are women, were on strike, some more than 170 days. Their employer, DND was able to successfully divide and weaken the bargaining power of these members by keeping the Quebec workers at a lower wage than their Ontario counterparts. With a new round of bargaining on the horizon, we must support these workers to gain a fair contract next time around.
- Supported pickets for Liquor Control Board of Ontario workers from OPSEU local 499. These workers were fighting back against Doug Ford privatization efforts employer unfair bargaining practices. Thanks to strong union support and resolve by these members, they received a favorable contract and are back on the job.
- Rolled out to RVPs access to the GSU Dashboard. Please do check out the notes and presentations given to members attending employer/union consultations. If you see any issues or have any questions you would like brought to the table, please do reach out to one of you NVPs to get that brought forward.
- **Fairness for Gatineau**
Working with RVP Jean-Michel Riel and the PSAC Regional Action Committee in the NCR. This initiative continues to be a priority although sidetracked somewhat by the employer's unilateral and arbitrary decision to force workers back to the office 3 day/week starting in fall 2024. I had a fruitful meeting with my federal MP to continue discussions on this issue. She was responsive and vowed to bring this to the NCR based Liberal MPs caucus for discussion. I continue to advocate for our Quebec NCR members.

Please continue to follow this campaign, please feel free to follow or join the campaign at <https://psac-ncr.com/join-the-campaign-fairness-for-gatineau/>.

- Assisted various RVPs and Local Presidents with overflow case work. Although my duties as NVP have changed by case related to local work, I remain available to assist locals if/when needed. Please do feel free to reach out.

I hope you all had an enjoyable summer and look forward to connecting from time to time.

Respectfully submitted by

Steve Colterman
National Vice-President
Government Services Union

**Appendix ‘C’ – Report of the National Vice President Report,
William Tait, Equity
National Council, September 20, 2024**

This report outlines my activities as NVP from April 2024 until mid-August 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:

- PSPC Contact Client Centre (CCC) LMCC “supporting CCC Agents.” GSU / Management meeting on mental health and work / life balance support for CCC telephony agents. Management also indicated they were starting Artificial Intelligence projects at this workplace.
- National Health and Safety Policy Committee - Occupational Health and Safety Working Group (NHSPC OHS) LMCC . The committee reviewed and discussed new health and safety action plans for emergencies, ergonomics, hybrid settings and First Aid in GC Co- working spaces.
- Informal Conflict Management System (ICMS) Working group. The union side of the committee developed a survey for members to collect data on their experiences and knowledge of ICMS in their departments. The survey was made available on the National PSAC website.
- PSPC Corporate Services LMCC – Topics covered were new official Language changes and implications for career advancement, the Human Resource Branch One-HR project and development of the HR portal.
- Shared Services Canada LMCC – Overview of first year of Duty to Accommodate Centre of Excellence.
- Joint Committee on Employment Equity and Diversity (JCEED) – The committee reviewed of Terms of Reference, discussed planning on reconciliation and Indigenous engagement as well as a review of the Diversity and Inclusion Action Plan year-end report for 2023-2024.
- PSPC Human Resources Union-Management Consultation Committee HRUMCC – The committee received an update on Phoenix pay issues by case type, changes to the Official Languages Act, update on review panel for Telework Terms of Reference and Human Resources Dashboard.

- PSPC Human Resources HR Ad-hoc pay meetings. Senior management presented the proposed Phoenix replacement system and plans for Artificial Intelligence in pay processing.
- Receiver General Pay Branch RGPB LMCC. The consultation discussed the relocation of members in the Toronto area to a new warehousing facility.

Internal GSU Projects and Representation:

- Observer and guest at multiple GSU Annual General Meetings in the NCR and Atlantic.
- GSU NCR Regional Caucus: Attended as an observer to give support to our regional executives.
- GSU Local 70013 Engagement project: Ongoing pilot project to identify strengths and weaknesses in member engagement.
- Organized GSU contingent to support PSAC UNE Local 70369 on picket line.
- GSU Standing Bylaws Committee: See committee report.
- GSU Standing Human Rights Committee: See committee report.
- GSU Advocacy and Representation on Workplace Racism Course: August 2024
- GSU Representation at PSAC National Board of Directors (Technical advisor and Acting Representative)
- GSU Union co-ordination with Professional Institute of the Public Service of Canada (PIPSC), Canadian Association of Professional Employees (CAPE), Association of Canadian Financial Officers (ACFO): Monthly informal meetings with these unions to discuss common concerns and co-ordinate consultations with management.

PSAC / Membership Engagement/ Political Action:

- PSAC Indigenous Action Circle Event: Algonquins of the Kitchissippi Watershed one day seminar: Part of reconciliation and education with local First Nations.
- National Workers Day of Mourning: Attended with GSU contingent to pay respect to workers that were killed or injured on the job.
- PSAC Regional Committees: Attended monthly as a delegate or ally with the Members with Disabilities Action Committee (MDAC), NCR Health and Safety Committee, Indigenous Action Circle (IAC) NCR and the Ottawa Area Council (OAC). Assisted in organizing the OAC rally “Scrap the Mandate” against return to office (August 2024)

- PSAC meeting on Islamophobia and Antisemitism in the workplace: Meeting with Mira Elghawaby and Avi Lewis on the rise of intolerance since the war in Gaza.
- PSAC Treasury Board Bargaining meetings: Planning meeting for upcoming PA bargaining submissions due in November 2024.
- PSAC & CAPE online organizer training for political action: Joint training for organizing local courses on training union activists in political action.
- PSAC Emancipation Day March on the Privy Council Office (PCO Ottawa): Attended with GSU contingent to support Black Public Service workers.
- PSAC Scrap the mandate – Return to Office (RTO) rally Gatineau: Attended with GSU contingent to educate members on the RTO.

Conferences / Summits:

- Broadbent Institute Summit: Attended this yearly summit on progressive public policy. The workshops covered a broad range of contemporary issues including equality, political economy, including inflation, housing, climate action and workers' empowerment.
- PSAC National Health and Safety Summit: Topics covered in this summit were Mental health, risk assessments, enforcement challenges, legal updates and new courses through the Joint Learning Program.
- PSAC Triennial – General Resolutions Committee Member: I continued work on this committee taking part in reviewing and amending over 120 resolutions as well as emergency resolutions submitted at convention. Congratulations and thanks to the GSU Locals and members who submitted resolutions.
- Canadian Association for Work and Labour Studies Conference: This academic conference examined the consequences of global warming, combined with global migration, socio-demographic aging, and polarizing politics that impact our members daily.

I continue to mentor RVPs and Local Executives when requested. Also, 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,

William Tait
National Vice-President, Equity
Government Services Union

**Appendix 'D' – Report of Regional Vice-President, Sina Agah,
National Capital Region
GSU National Council Meeting, September 20, 2024**

Here is my log report since April 2024 until today.

Providing Grievance process assistance to Local 70055 on a daily basis.

Handling their most complicated cases due to insufficient resources of the local on a weekly basis.

Assisting the President of Local 70055 with every request.

In Regular Contact with David Girard regarding Local Grievance guidance and advice.

Attended the NCR Presidents meeting on April 17th, 2024.

Attended the NCA Health and Safety Committee meeting on April 18th, 2024.

GSU National Council Meeting Virtual on May 15th, 2024.

PSAC Convention from May 25th to May 31st, 2024.

Labour Management Consultant meeting June 2024.

DSB Mental Health and Wellness Committee June 27th, 2024.

Attended GSU Educational Committee Meeting August 1st, 2024.

Respectfully submitted by,

Sina Agah
Regional Vice-President
National Capital Region (NCR)

**Appendix 'D' – Report of the Regional Vice-President, Sarah Bolger,
Newfoundland and Labrador
GSU National Council Meeting, September 20, 2024**

Friends,

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

ACTIVITY REPORT

April 2024

Date	Event	Location
4-7	PSAC Atlantic Council	Halifax
10-14	ULDP in-person	Halifax
17	PSAC Western NL Young Workers AGM	Virtual
22	PSAC Information Session: Mandatory 40% presence in the workplace	Virtual

May 2024

Date	Event	Location
15	GSU National Council Meeting	Virtual
17	NLFL Young Worker Committee Meeting	Virtual
23	Corner Brook District Labour Council Meeting	Corner Brook, NL
25-31	PSAC National Convention	Ottawa

June 2024

Date	Event	Location
12-16	ULDP in-person	Moncton

July 2024

Date	Event	Location
5	Pride Parade	Grand falls Windsor, NL
10	GSU Human Rights Committee Meeting	Virtual
11-15	Pride Parade	Summerside, PEI
20-22	Pride Parade	St. John's, NL

August 2024

Date	Event	Location
13	GSU Young Workers Committee Meeting	Virtual
14	GSU Human Rights Committee Meeting	Virtual
19-22	GSU Advocacy and Representation Training	Ottawa
23	GSU Human Rights Committee Meeting	Ottawa

September 2024

Date	Event	Location
4	PSAC Regional Environment Committee Meeting	Virtual
5	PSAC Regional Human Rights Committee Meeting	Virtual
11	GSU Human Rights Committee Meeting	Virtual
12	ULDP Project Delivery	Virtual
14-15	PSAC Atlantic Council Meeting	Steady Brook, NL
16-19	GSU Local President's Conference	Halifax
20	GSU National Council Meeting	Halifax

Respectfully submitted by,

Sarah Bolger
Newfoundland and Labrador

**Appendix 'D' – Report of Regional Vice-President, Anthony Drozdowski,
Nova Scotia
GSU National Council Meeting, September 20, 2024**

Sisters and Brothers:

The primary focus of my efforts since my last report has been on updating the Regional Occupational Health and Safety Committee (ROHSC) Terms of Reference (TORs). In collaboration with my Atlantic Region colleagues (Sarah and Troy), significant volume of consultation and negotiations has been undertaken with the regional management. Final draft is being negotiated. That draft includes provisions extending the ROHSC meeting participation to building Health and Safety Committees Co-Chairs as observers. I am anticipating the final TORs to be ready for sharing with our RVP colleagues across the country in the Fall.

The other significant change since my last report is handing over of ROHSC and RLMCC Co-Chairing to my RVP colleagues, Sarah and Troy, respectively. We also continue the ongoing consultation regarding the return to workplace.

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,
Regional Vice-President
Nova Scotia

**Appendix 'D' – Report of the Regional Vice-President, Mélanie Hamel,
Québec Region
GSU National Council Meeting – September 20, 2024**

I would like to provide an update on activities in the Quebec region since the last report submitted during the National Council's virtual meeting in May 2024.

The highlight of recent months was without a doubt, the PSAC Convention. GSU had a strong delegation, accompanied by several observers. The delegation was attentive and participative. For most of the Quebec regional representatives, it was their first time attending the national convention in person, and we all agreed that in-person participation is essential for this type of event. An important improvement at this convention was the enhanced role of the French language. Additionally, the influence of the artificial intelligence was felt throughout the convention. While not perfect, the introduction of automatic transcription for ongoing discussions was an excellent initiative.

The topics currently occupying Quebec are still principally related to the hybrid work mode, forcing the return to 3-days/week in person as well as the evolution of the workplace, wellness and mental health and the numerous pay issues linked to Phoenix. Several grievances have in fact been filed. With regard to consultation tables, collaboration is present between unions and the employer. However, a fine-tuning had to be done. We feel heard, there is transparency and trust between the parties but we do not see any progress. We see little concrete action on what the employer takes into account. The same topics come up again and again during discussions. A review of the Regional Health and Safety Committee (RHSC) was done since no subject related to members' health and safety was discussed. Only a transmission of information provided by the employer. The agenda was amended and specific topics were discussed, everything is being put to the test. We will see the evolution during the year.

It's summertime and vacation time. Activities until September are therefore less important. In mid-August, the National Council and members of the Equity Committee will attend a workshop called Advocacy and Representation on Workplace Racism. The Local Presidents' Conference is also fast approaching. The National Staff team is preparing an extraordinary conference and GSU 25th anniversary will be highlighted.

Respectfully submitted by,

Mélanie Hamel
Regional Vice-President, Quebec Region
August 1, 2024

**Appendix 'D' – Report of the Regional Vice-President, Sheldon Jacobs,
Manitoba & Saskatchewan
GSU National Council Meeting, September 20, 2024**

This past year hasn't had a lot of changes. Most Annual General Meetings were held hybrid except we were able to meet in person for our National Council Retreat in January, PSAC 2024 Triennial Convention in May, and Advocacy Training in August. The one constant was that most everyone is still working from home for the majority of the work week.

The Alberta/Northwest Territories/Nunavut Regional Vice President and I host a monthly meeting with the Local President's from the Western Region. Normally this occurs prior to our Regional Union/Management Committee meeting.

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 Manitoba and Saskatchewan 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.

Thank you,

Respectfully submitted by,

Sheldon Jacobs
Regional Vice-President
Manitoba & Saskatchewan

**Appendix 'D' – Report of Regional Vice-President, Azra Jusuf,
Ontario Region
GSU National Council Meeting, September 20, 2024**

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

I have been a member of the GSU Education Committee since the GSU convention in September 2023. We continue to hold monthly meetings, and we are working on improving and creating tools and resources for our members and elected officers. Our last meeting was held on August 1st, and we will have one more meeting at the end of August before the Local President's Conference (LPC).

I have been assisting the GSU 00027 Local Executive and provided support and guidance, we have held our last AGM on December 4, 2023. Our last executive meeting was held on June 21 and the next one is scheduled for August 6, 2024.

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 June 19, 2024, and the next ones will be held on October 2nd, 2024. In addition, I attend monthly stand-up meetings with our RDG, LR and HR reps, as well as fellow PIPSC reps. Last stand-up meeting took place on July 31.

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 and upcoming 3-day a week presence in the office. Our last meeting was on July the 2nd and the next one is scheduled for August 6, 2024.

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 October 9.

Past Events

- GSU Regional Conference, May 2024, Ottawa
- 2024 National PSAC Convention, May 2024, Ottawa

Upcoming Events

- Advocacy and Representation Equity Training for NC, August 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, as well as for organizing GSU meetings and events where we can openly and respectfully discuss ongoing issues, share knowledge and network.

Respectfully submitted by

Azra Jusuf
Regional Vice-President
Ontario Region

**Appendix 'D' – Report of the Regional Vice-President, Jason Lapointe,
Royal Canadian Mint**

GSU National Council Meeting - September 20, 2024

50057 in Winnipeg: The Mint has won foreign circulation contracts that have given them the ability to recall about 33 members that have been laid off for some time. With this increase in work, it is very favorable considering the last 2 years with very few foreign contracts.

50058 in Winnipeg PSO: The Protective Services group has been operating with limited staff and the group often does overtime to give others to be able to book time off. With the increased workload in production there is hope some relief will be forthcoming.

70024 in Ottawa: Business has remained slow and there are concerns that the Mint could be looking at manpower this fall. The bullion market has not increased with that being the driving force for the Mint in Ottawa it is concerning. For the summer there was no change in employment numbers in Ottawa.

Respectfully submitted by,

Jason Lapointe
Regional Vice-President, RCM

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

GSU National Council Meeting, September 20, 2024

- I have unfortunately not had the opportunity to attend any of the local executive meetings.
- I have had multiple conversations with the Local President regarding outstanding grievances and ongoing challenges.
- I have met with the Local President, Chief Shop Steward and National Vice-President William Tait a number of times regarding outstanding grievances, and we've developed an action plan in order to address them as promptly as possible. I continue mentoring both the local president and Chief Shop Steward and assist them.
- I remain a member of the Union Recognition Committee and continue to contribute as required.

Respectfully submitted by,

Respectfully submitted by,

Ian Leblanc

Regional Vice-President
National Capital Region

**Appendix 'D' – Report of the Regional Vice-President, Andrea Lima,
Lower BC Mainland
GSU National Council Meeting, September 20, 2024**

Our Local Executive has been busy supporting and guiding members through the RTO mandate as we approach the three-days-per-week increase. Our region seems to be on par with others, in that many members are submitting DTAs or informally requesting leniency from their manager around this arbitrary and impulsive change.

Unfortunately, communications (both in person via Town Halls/meetings and online via email/Intranet postings) have been vague at best and tone-deaf at worst. Members continue to express frustrations around the contradictions, inequity, and poor roll out of the RTO mandate. Members are now beginning to submit individual grievances against the arbitrary described presence in the workplace.

This summer the Regional Director General (RGD) for PSPC Pacific Region is retiring. At this time, a replacement has not been identified, but several Regional Directors will be acting in the role for the interim. I continue to meet regularly with the other regional labour partners (Reni Stein, RVP GSU Victoria and Katrina Johnston, Steward PIPSC) to ensure we present a united front for our members with the new incoming leadership.

Local 20008 has caught up all outstanding financials via a General Meeting in July. Year-end financial statements were outstanding due to several factors - miscommunication, timeliness, access to banking records, and scheduling. The Local Treasurer has been fully onboarded, has access to the required banking information and is prepared to continue to support the executive and membership.

For this year's Local President's Conference, the Local will be sending Rachel Mendgen, Local Secretary, as our observer. We look forward to connecting with other regions and Local reps, feeling revitalized, and gaining new knowledge to support our members.

I continue to work with the Human Rights (Equity) Committee and Young Workers Committee. Both committees have been able to meet regularly, and we continue to plan and develop the upcoming Human Rights Conference and Young Workers Conference. I will note that this is the last year I actually qualify as a Young Worker! I look forward to the conference and being able to support the next generation of young workers in our union.

Respectfully submitted by,

Andrea Lima
RVP Lower BC Mainland

**Appendix 'D' – Report of Regional Vice-President, Troy MacDonnell,
New Brunswick and Prince Edward Island
GSU National Council Meeting, September 20, 2024**

Here is my report.

Through this cycle, three locals conducted their AGM. In Shediac 60018 the meeting was virtual. There were no elections this year but they did pass some by-law changes that more closely aligned them to the standard language used by other locals.

Moncton 60009 took advantage of the PSAC Regional Office facilities to have a hybrid virtual and in person meeting. The meeting was a success as attendance was split with about half the members in person and online. Acting President Gabbey was elected as President, and they also had a couple housekeeping type by-law changes.

Miramichi 60011 was last with their virtual meeting where they elected a new President, Kalon Harding. The local also added four 1st time officers but now have all 9 positions filled for the 1st time in almost a year.

I plan to discuss the timing of these meetings as they were 6 and 7 months past the end of the fiscal year. Hopefully beginning next year these will be conducted in a timelier manner.

It has been a grievance heavy stretch as Labour Relations seems to be consistently giving irresponsible, even irrational advice to management. Not sure if this is deliberate on their part or the result of their relative inexperience based on all the new names we are dealing with. Regardless of what the driver is, it's driving the representation business.

Pay processing locals in Miramichi, Moncton and Charlottetown are beginning to phase in their return to office mandate beginning in September with employees in support roles. Last phase for them will be the 4 days by April 1st which will also be when pay processors are expected. It is anticipated that our region will see a huge influx of duty to accommodate inquiries. We are going to try and be proactive and get information out in advance of that wave.

I have assumed the role of union co-chair of our regional LMCC meetings. To this point it has been a very amicable relationship with the RDG, and we are hopeful to maintain that through the whole return to office process.

Respectfully submitted,

Troy MacDonnell,
Regional Vice-President
New Brunswick and Prince Edward Island

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

GSU National Council Meeting, September 20, 2024

Dear members,

I had the honor of participating in the Finance Committee Review of 2023, which took place from April 15th to 17th in Ottawa. I am pleased to report that GSU is in a strong financial position. Additionally, I had the privilege of attending the PSAC convention from May 25th to 31st in Ottawa, where we witnessed the election of Sharon and Alex. I believe we are in good hands as we move forward.

As we face upcoming challenges, such as duty to accommodate and the soon to be implemented three-day office attendance requirement, the employer continues to disrespect the needs of our members. They refuse to move forward with a modern work arrangement. We must continue to fight for this cause - not only for our personal preferences, but for a greener future and more sustainable planet. Lowering our carbon footprint is crucial, and working from home is a key part of the long-term solution.

Thank you!

Respectfully submitted,

Paul Paquette
RVP-NCR

**Appendix ‘D’ – Report of Regional Vice-President, Jean-Michel Riel,
National Capital Region
May – August 2024**

GSU National Council Meeting, September 20, 2024

Since the last quarter, I participated in the first GSU National Capital Regional Conference. In addition to continuing my activities within Local 70013, union-management consultations, representation of members and supporting executive members, I attended the PSAC Triennial Convention as an observer. This was my first experience attending this event and I learned a lot about the functioning and structure of our union. I also continue to be involved in health and safety issues, which are always a concern and I do my best to be a voice for workers within the Occupational Regional Health and Safety Committee. I also participated in a day organized by the employer for Public Service Week in order to distribute information pamphlets on GSU to employees of the Governor General’s directorate and to respond to questions from some members.

With regard to the Local Development Committee, we have developed a plan to present a standardized version of the GSU Integration Presentation, which will then be presented to Local Presidents at the conference in September. In addition, with regard to the Young Workers Committee, we are developing the agenda for the next conference which will be held at the end of 2025. At the regional level, I organized a small contingent of ten persons to attend the training “Organizing for Power”, which will be provided by the Rosa Luxembourg Foundation, which is intended as a summary of Jane McAlevey’s literature on tactics to build a solid base of workers to stand up to employers and acquire fair working conditions in accordance with our demands. It was an enriching experience that could benefit all members within our union.

I am submitting my report as presented.

Respectfully submitted,

Jean-Michel Riel
Regional Vice-President (RVP)
Government Services Union (GSU)

**Appendix 'D' – Report of the Regional Vice-President, Reni Stein,
Pacific Region, Vancouver Island, Remainder of BC outside Lower
Mainland and Yukon
GSU National Council Meeting, September 20, 2024**

I'm looking forward to connecting with all of you in Halifax this September. Our local will be sending our first vice-president, Patrick Gibson as the observer to this years Local Presidents Conference, it will be his first conference. Since my last report many members continue to face challenges with family care, transportation, parking costs and that dreaded commute. Return to the office to three days a week has raised a number of concerns and questions to management and lack of understanding is felt by all. Our local has noticed an increase in grievances and have also filed a few Notices of Occurrences related to harassment.

I continue to work with our Regional Manager of Health and Safety to update the Regional Health and Safety Committee's Terms of Reference.

In May 2024, I had the opportunity to join fellow GSU members as a delegate to the PSAC National Convention in Ottawa where we saw a new National President and Vice-President elected.

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. Our current Regional Director General is retiring at the end of August and at this time a replacement has not been identified. Current Regional Directors will be acting in the interim.

I continue to co-chair Government Services Union's internal By-Laws committee with Brother William Tait. Our first in person meeting is being held in mid August to review this terms mandate.

As union reps its our responsibility to be present and be the voice of our membership. We all deserve to be treated fairly and with respect!

Respectfully submitted by,

Reni Stein
Regional Vice-President
Vancouver Island, Remainder of BC outside Lower Mainland and Yukon

**Appendix 'D' – Report of Regional Vice-President, Chantal Umphrey,
Alberta, Nunavut and the Northwest Territories
Activity Report August 8, 2024**

GSU National Council Meeting, September 20, 2024

For this reporting period, level three grievances work continues. Files held in abeyance that were pending Center of Expertise investigation findings, are now eligible to proceed with presentation. Meetings are being scheduled in August 2024.

Local 30401 and 30001 Updates

Mentoring the Locals continues with routine discussions with each President and distribution of PSAC and GSU information.

The RVP for Manitoba and Saskatchewan has a good relationship and touch base as needed to ensure GSU across the Western region has united representation.

In May, Western Region Caucus meetings for the Local Presidents to connect commenced and provide an opportunity for RVP guidance, discussion of issues and sharing of national updates. These meetings assist with RUMCC discussions and have continued through this reporting cycle. Our next meeting has been scheduled for the end of August and will include supports for the return to office initiative being implemented September 9, 2024 and possible mobilization activity discussion.

For local 30001 I have started individual meetings with the Local 30001 Shop Steward seeking updates on members issues, grievances and for process sharing. The secretary for this local has stepped down due to promotion and the position is yet to be backfilled.

Local 30401 has a fully compliment of volunteers on the executive.

Western region GSU training is scheduled for beginning of October and I look forward to having the executive teams come together for this learning event and to meet together in person.

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.

A. ROSH

- Speak with the Regional Manager for updates and issue specific items as required outside of quarterly meetings.
- Ergonomic challenges with workstations within the Calgary office due to capacity issues remains an issue.
- Currently there are challenges with supervisor messaging around Duty to Accommodate requests. Meeting with the RDG upcoming.

A. RUMCC

- Return to Office.
 - o I have been escalating concerns regarding the lack of space for staff in the Calgary office. There have been challenges when there are special events such as town halls where folks have been left to work at tables sitting on stools. This has led to union involvement. I have made it clear to the employer that in the event this occurs with implementation of the three days in office schedule, grievances will be filed. I am seeking to have employer actively increase capacity versus wait and see approach. Space is not an issue in Edmonton or the northern offices.
- Western has members who are not being provided Performance Management Agreements outlining work objectives. This continues to be an issue. Follow up will take place with a request for completion statistics from the employer.
- With One HR. Regional advisement continues to be that consultations are taking place at the national level. Very little information is being shared regionally albeit a staff impact has been identified.

I look forward to our next National Council meeting in August.

Respectfully submitted by,

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

**Appendix ‘E’ – Report of the GSU Finance Committee
GSU National Council, September 20, 2024**

The Finance Committee is composed of the following members:

Chair: Martine Babcook NVP
Co-Chair: Mélanie Hamel RVP Quebec East
Members: Paul Paquette RVP NCR
Sonia Gagné Local President 10060 Matane
Vincent Brassard Local President 70013 NCR
Technical Advisor: Ray Hall GSU Financial coordinator

Since its last meeting in April 2024, the Finance Committee did the following work.

- Reviewed a resolution from the Local Development Committee to ensure compliance with the current budget;
- Reviewed the audited financial statements for 2023.

The Finance Committee is submitting two motions to National Council:

- Adoption of the 2023 GSU Audited Financial Statement
- Appointment of Auditors for the December 31, 2024 Financial audit.

I would like to thank the committee’s members for their assistance as well as Ray Hall for his support during this period.

Respectfully submitted by,

Martine Babcook
GSU National Vice-President and
Chair of the GSU Finance Committee

Appendix 'F' – Report of the GSU Education Committee
GSU National Council, September 20, 2024

The Education Committee is composed of the following members:

Chair: Steve Colterman NVP
Co-chair: Azra Jusuf RVP Ontario
Members: Sina Agah RVP NCR
Jason Lapointe RVP RCM
Caroline Manyk Local President 30001 Edmonton
Technical Advisor: Dominique Barrette GSU Director, Communications, Political Action and Administration

The GSU Education Committee continues to meet to develop the initiatives to assist members.

With the ongoing Regional conferences, resolution G-14-23¹ related to Mental health training is being provided to locals and is hopefully paying dividends.

G-32-23² related to a mentoring program for stewards and officers has been integrated into the Regional Conferences, featuring sessions Back to Basics and Health & Safety.

The committee is currently continuing to develop a handbook for local activists and a steward's toolkit which will be a living document that provides answers to frequently asked questions posed to locals which locals can use to address member issues quicker and to assist with new steward training.

I would like to thank GSU Technical advisors Dominique and Diane for their hard work, dedication and guidance that will serve to help build a stronger union.

I look forward to our continued collaboration and shared experiences.

Respectfully submitted by,

Steve Colterman
GSU National Vice-President and
Chair of the GSU Education Committee

Appendix 'G' – Report of the GSU By-Laws Committee

GSU National Council Meeting, September 20, 2024

The By-laws Committee is composed of the following members:

Chair: William Tait NVP, Equity

Co-chair: Reni Stein RVP Pacific Region

Members: Troy MacDonnell RVP Atlantic Region

Chantal Umphrey RVP Western Region

Joel Kowerko Local President 50057

Technical Advisor: Dominique Barrette GSU Director, Communications, Political Action and Administration

The committee was tasked to prepare for revisions of 23 regulation sections and 6 policies. The revisions are related to housekeeping, plain language / clarification and in some instances a full revision to align with PSAC policies. Members of the committee were also asked to submit their own thoughts and suggestions for additional changes.

The committee met to discuss and make recommendations on changes in person in Ottawa on August 19, 2024, prior to the National Council Advocacy and Representation on workplace racism training. The findings of the committee will be submitted to National Council.

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.

Respectfully submitted by,

William Tait
GSU National Vice-President, Equity and
Chair of the GSU By-laws Committee

Appendix ‘H’ – Report of the GSU Local Development Committee
GSU National Council Meeting, September 20, 2024

The Local Development Committee is composed of the following members:

Chair: Steve Colterman NVP

Co-chair: Jean-Michel Riel RVP NCR

Members: Sheldon Jacobs RVP Western

Joe Walsh Local President 20001 Victoria

Suzanne Sirois Local President 70017 NCR

Technical Advisor: Dominique Barrette GSU Director, Communications, Political Action and Administration

The GSU Local Development Committee has continued their hard work throughout the spring and summer. The onboarding presentation is planned to be presented at the fall 2024 President’s Conference and the committee is confident this will streamline and assist locals with less resources to engage new members as they are hired. Following on the development and roll out of this presentation, GSU consultation participants can confidently press their employers for access to our members. If you need assistance with onboarding members, please do reach out to GSU head office or the Local Development Committee to request assistance.

A second initiative the committee is hoping will be successful is financial support for local executives to engage existing members in remote workplaces. Currently, these expenses are the full responsibility of the local, if implemented, some of these costs can be covered by GSU funds. A resolution will be tabled at the September 2024 NC meeting.

I would again like to thank the committee members and GSU Technical advisors, Dominique and Diane for their hard work, dedication and great guidance that will serve to help build a stronger union.

Respectfully submitted by,

Steve Colterman
GSU National Vice-President and
Chair of the GSU Local Development Committee

Appendix 'I' – Report of the GSU Human Rights Committee

GSU National Council Meeting, September 20, 2024

The Human Rights Committee is composed of the following members:

Chair	William Tait NVP Equity
Co-chair	Sarah Bolger RVP Atlantic Region
Members:	Andrea Lima RVP Pacific Region
Jade Conrad	Local representative 70017 NCR
Liliana Manolache	Local President 00027 Ontario
Virginia Syrowit	Equity Officer 50058 RCM Winnipeg
Aaron Thompson	Local President 30401 Calgary
Technical Advisor	Dominique Barrette GSU Director, Communications, Political Action and Administration

The committee continues to meet virtually on a bi-monthly basis. The mandate for the Human Rights Committee under the terms of reference center around the goals of: Communication, Consultation, Education and Coalition Building.

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 / Education / Coalition Building

The Human Rights Portal on the GSU website continues to be populated with up-to-date events and initiatives of the committee.

The women's sub-committee ran a GSU locally focused food and personal care item drive to support Women's shelters in our Local's communities. The project was a success, and we thank Locals from across the country who participated and raised awareness and much needed items for women living with abuse and homelessness.

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 continues to develop a questionnaire and FAQ / Resource page for the GSU Portal.

Planning for the January 2025 GSU Human Rights Conference took place in person when the committee met in Ottawa on August 22, 2024. A format and agenda was

developed for conference training, speakers and resolution proposals. A call out for the conference has been sent to all locals with a deadline for September 2024 for interested participants. A debrief on the Advocacy and Representation on Workplace Racism course also took place among committee members.

Future campaigns include an online training / education program in conjunction with PSAC and the Canadian Geographic Society for the National Truth and Reconciliation Day in September.

We also attended and participated in the National Emancipation Day march on the Privy Council Office to support Black Public Servants as well as Indigenous celebration / education events in the current quarter.

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.

Respectfully submitted by,

William Tait
GSU National Vice-President, Equity and
Chair, of the GSU Human Rights Committee

**Appendix 'J' – Report of the GSU Union Recognition Committee
GSU National Council Meeting, September 20, 2024**

The Union Recognition Committee is composed of the following members:

Chair: Anthony Drozdowski RVP Atlantic Region
Co-chair: Ian Leblanc RVP-NCR
Members: Shannon Mayer Local President 40007 Saskatchewan
Shawn Hunter Local President 50058 PSO
Michael Murphy Local President 90031 PEI
Technical Advisor: Diane Rancourt, GSU Administration and Communications
Assistant

The Union Recognition Committee (URC) held several meetings to organize the 2024 Bursaries Program, which was launched successfully. Details are published on the GSU website. We are currently awaiting the applications. Successful candidates will be selected, and bursaries will be awarded in the Fall. The committee also considered and approved two Merit Award applications, which will be announced and presented upon their approval by the National Council.

Respectfully submitted by,

Anthony Drozdowski
GSU Regional Vice-President, Nova Scotia and
Chair of the GSU Union Recognition Committee

Appendix ‘K’ – Report of the GSU Young Workers Committee
GSU National Council Meeting, September 20, 2024

The Young Workers Committee is composed of the following members:

Chair: Jean-Michel Riel RVP-NCR
Co-chair: Sarah Bolger RVP Atlantic Region
Members: Andrea Lima RVP Pacific Region
Simon Pazdor Local President 50002 Winnipeg
Technical Advisor: Dominique Barrette GSU Director, Communications, Political
Action and Administration

Over the past quarter, the Young Workers Committee has been meeting to discuss the direction of the conference. We’ve generated many ideas, and it is now time to establish our priorities. This will allow us to create a focused agenda and begin reaching out to the right experts to form a panel that reflects our collective ambitions.

I have nothing to add to my report, I present it as written.

Respectfully submitted by,

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