
Convention Proceedings



Third Triennial Convention

Government Services Union, PSAC

September 23, 24 and 25, 2008

Fairmont Palliser Hotel, Calgary, AB

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Tuesday, September 23, 2008

A.M. Session

Convention Opening Event

Brother Brunell welcomed the delegates to his home town of Calgary. He informed the delegates that ceremonial celebrations would take place in the morning and this was organized by the Host Committee.

Brother Brunell introduced Aboriginal Performers (Paskwa Enwak – “People of the Plains”) to open Convention with a native dance. He then introduced the Calgary Boys Choir who sang *O Canada* and *Solidarity Forever*.

Brother Brunell welcomed and introduced the Host Committee Members: Martine Mongeon, Trevor Sitter and Mitch Sylvestre. They welcomed all of the delegates to Calgary. They indicated that should delegates need information, the Host Committee Members would be available to assist them.

Other Members of the Host Committee are:

Ed Janis	Larry Murray	Troy Hoebee
Don Wilkie	Kevin Ingram	Sheldon Jacobs
Bert Leger	Don Jones	

Terry Sperling (Later resigned as RVP)

Margaret Hawkins (Retired member of Local 30401)

Brother Brunell reminded delegates to sign the ‘Convention Book’. This book was launched in Quebec City and it is to be passed on to all future Conventions. Brother Laberge and Carole Desjardins Host Committee in Quebec City presented to Sister Martine Mongeon, Regional Vice-President and Host Committee Member of this Convention the ‘Convention Book’.

Call to Order

Brother Brunell called the Third GSU Convention to order at 9:10 a.m. on September 23, 2008.

Introductions

Brother Brunell introduced the National Council Members, the GSU Staff Members, Life Members and Guests.

GSU National Council

Mark Brunell	National President
Randy Ford	National Vice-President
Alex Sauvé	National Vice-President
Daniel Charron	National Vice-President

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Wilma Findlay	National Equity Officer
Bill Walsh	Atlantic Regional Vice-President
Bob Cameron	Atlantic Regional Vice-President
Russel Carter	Atlantic Regional Vice-President
Sylvie Harrisson	Quebec Regional Vice-President
Pierre Laberge	Quebec Regional Vice-President
Bob Boileau	National Capital Regional Vice-President
Bill Dennis	Ontario Regional Vice-President
Dave Thomson	Ontario Regional Vice-President
Ed Janis	Western Regional Vice-President
Martine Mongeon	Western Regional Vice-President
Phil Robinson	Pacific Regional Vice-President
Elizabeth McCormick	Pacific Regional Vice-President

GSU National Office Staff

Present at Convention

Bob Kipper	Executive Assistant to the National Council
Laura Griffin	Communications and Special Projects Officer
Gail Peck	Finance and Administration Officer
Monique Boyer	Administrative Assistant to the National President
Maria Thomas	Administrative Assistant to the National Office
Danielle Laprade	Term Membership and Administrative Assistant

GSU Staff not present at Convention

Paulette Michon Hamelin	Union Representative
Chantal Wilson	(On secondment)

Life Members

Daryl Bean	Charles Bailey	Colette Gervais	Valerie Denesiuk
Nadine Lethbridge	Bonnie Robichaud	Mike Lavery	

Brother Bédard acknowledged Brother Hans Meyer, Life Member, who was sick.

Guests

John Gordon	PSAC National President (Also a Life Member)
Patti Ducharme	PSAC National Executive Vice-President
Robyn Benson	Regional Executive Vice-President - Prairies
Todd Parsons	President Union of Northern Workers
Ken Woodley	Director, Finance and Administration, UNW

Announcements

Brother Brunell explained to the delegates how Convention will proceed. He then read the PSAC Harassment Policy.

PSAC Statement on Harassment

This statement is to be read out and distributed at all Alliance events.

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

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

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

He then introduced Brother Jean-Paul Fortin and Sister Bonnie Robichaud as the Harassment Complaint Coordinators. A copy of the PSAC Statement on Harassment was provided in the Convention kits. (Page 9 in the 'Everything Book')

PSAC Scent Policy

Brother Brunell informed the Convention delegates about the PSAC Scent Policy. A copy of the PSAC Scent Policy was provided in the Convention kits. (Page 11 in the 'Everything Book')

Guest Speaker, Robyn Benson

Brother Brunell introduced Sister Robyn Benson, PSAC REVP Prairies Region. She was re-elected as REVP in 2008 at the Prairies Regional Convention.

Sister Robyn Benson greeted the delegates and welcomed them to Calgary. She indicated that it is always a pleasure to spend time with members across the country and to share experiences. She strongly feels that together, we can move the union forward. At the end of the address, she wished the delegates success during the Convention.

Brother Brunell thanked Sister Robyn Benson for her contribution to the Convention and presented her with a commemorative coin set from the Royal Canadian Mint.

Guest Speaker, Gil McGowan

Brother Brunell introduced Brother Gil McGowan, President, Alberta Federation of Labour. He is a long time political and labour movement activist with a committed track record of standing up for working people. He was elected President of the AFL in 2005, following 10 years as AFL Communications Director.

He addressed the delegates and wished them success during the Convention.

Brother Brunell thanked Brother Gil McGowan for his contribution to the Convention and presented him with a commemorative coin set from the Royal Canadian Mint.

Report of the Credentials Committee

M/S Kevin Bassett / Shannon Doucet

THAT the first report of the Credential Committee be adopted:

- 65 Accredited Delegates
- 13 Observers
- 17 Guests
- 3 Late Delegates

MOTION CARRIED.

(Attached as Appendix "A" - List of Delegates/Observers/Alternates)

Adoption of the Rules of Order

M/S Phil Robinson / Robert Spencer

THAT the Rules of Order be adopted as presented.

MOTION CARRIED.

Point of Privilege

Brother Jedrasik requested assistance from the Chairperson on how to amend the Convention Programme. He asked that GSU covers the cost for the registration fee. He was advised by the Chair to submit a resolution in writing.

Adoption of the Convention Programme

M/S Martine Mongeon / Raye Warring

THAT the Convention Programme be adopted as presented.

(Attached as Appendix "B")

MOTION CARRIED.

GSU Honour Call

Brother Brunell proceeded with the honour call for the following individuals who have passed away.

Jack Brawn, Donna Laronde, Cindy Sadiwnyk, Wade McWhither, Regis Dowser, Laurence Smith, Darlene Bradley, Donna Alison, Lyne Johnson, Morgan Enright, Patrick Raye, Margaret Mohart, Glen Roald, Dave Swaine, Donna Ellison, Don Deernsted, Micheline St. Amand, and Loli Murnaghan.

A moment of silence was then observed.

Reports of the GSU National Officers

M/S Elizabeth McCormick / Martine Mongeon

THAT the reports of the GSU National Officers be accepted.

(Attached as Appendix "C")

MOTION CARRIED.

Ratification of Appointments to Convention Committees

M/S Ed Janis / Dave Thomson

THAT this Convention ratifies the appointments to committees:

By-laws Resolutions Committee

Finance Resolutions Committee

General Resolutions Committee

Credentials Committee

Nominations Committee

(Attached as Appendix "D")

MOTION CARRIED.

Brother Brunell introduced John Gordon, Chairperson of the Elections, who assumed the Chair (11:00 a.m.) and explained the procedure of the election. He introduced the Nominations Committee Members: Dana Bailey, Lyne Desjardins and Suzanne Lambert.

He also reminded the delegates that an All-Candidates' Debate will be held on September 23, 2008 at 7:00 p.m.

Brother Brunell resumed the Chair (11:10 a.m.) and requested Convention to deal with the Emergency Resolution.

M/S Jean-Paul Fortin / Bill Walsh

Number: 08/Emergency Resolution 01

Subject: Mobilization

Originator: NC/8/E

WHEREAS GSU is committed to fighting the Harper government's attempt, through their below-inflation offer, to reduce the real wages of PSAC members employed by Treasury Board; and,

WHEREAS an engaged and active membership is essential for us to force the government to table a fair wage increase and address our members' other concerns during this round of collective bargaining; and,

WHEREAS Local activities will help us succeed in mobilizing the membership; and,

WHEREAS bargaining is now at a critical stage:

BE IT RESOLVED THAT GSU allocate \$20,000 for local mobilization assistance, and,

BE IT FURTHER RESOLVED THAT GSU locals that develop plans to mobilize their membership be provided with financial assistance from this allocation.

MOTION CARRIED UNANIMOUSLY.

Brother Brunell informed the Convention delegates that there is a cost attached to this resolution, and was reviewed by the Finance Committee.

M/S Alex Sauvé / Sylvie Harrisson

THAT this Convention endorses the Emergency Resolution.

MOTION CARRIED UNANIMOUSLY.

Demonstration

The Convention recessed for lunch at which time a demonstration was held in front of Harry Hayes building to protest their expired collective agreement. Brother Gordon and Sister Ducharme were guest speakers. Drum Café Drummers were also part of the demonstration. This was organized by the PSAC Regional Office and it was followed with a BBQ lunch.

Convention reconvened at 1:30 p.m.

P.M. Session

Announcements

As requested by Brother John Gordon, PSAC National President, Brother Brunell circulated a 'Health Card Petition' for the Delegates to sign and asked Brother Sauvé to coordinate.

He reminded all delegates about the All-Candidates' Debate this evening and that Sister Ducharme will be the Chairperson. Sister Ducharme explained the process.

Guest Speaker, Brian Mason

Brother Brunell introduced Brian Mason, Leader of the Alberta's NDP Opposition. Brian Mason was first elected as a Member of the Legislative Assembly for Edmonton-Highlands-Norwood in a 2000 by-election. He was re-elected in the provincial general election of March 12, 2001, and was subsequently appointed House leader of the New Democrat caucus and critic responsible for Human Resources, Finance and Agriculture. On September 18, 2004, Mr. Mason became leader of the New Democrat party. Mr. Mason was elected to his third term as a Member of the Legislative Assembly for Edmonton-Highlands-Norwood on November 22, 2004, and to his fourth term on March 3, 2008.

He greeted the delegates and wished them success during the Convention.

Brother Brunell thanked Brother Brian Mason for his contribution to the Convention and presented him with a commemorative coin set from the Royal Canadian Mint.

Ratification of Regulations and Policies adopted by the National Council

M/S Randy Ford / Bob Cameron

To postpone until Convention has dealt with resolution 08/10.

MOTION CARRIED.

Brother Charron National Vice-President assumed the Chair. (2:05 p.m.)

Address of the GSU National President

Brother Brunell gave an inspirational speech that was well received. The main thrust of his talk acknowledged that the union is facing many challenges, but that it must take action to defend and promote the work that is done. He emphasised that this would not be successful without the support of the delegates. Brother Brunell ended by asserting that working together and supporting each other will make for a strong and effective union.

Brother Brunell resumed the Chair. (2:45 p.m.)

Committee Reports

Finance Resolutions Committee

The Convention Chairperson asked the Finance Resolutions Committee to come to the front where he introduced Brother Alex Sauv  and Sister Sylvie Harrisson, Co-Chairpersons of the Finance Committee. Brother Sauv  introduced the members of the Committee.

M/S Alex Sauv  / Sylvie Harrisson

To adopt the proposed Budget as presented.

MOTION CARRIED.

(Attached as Appendix "E")

Recognition of Members

Brother Brunell recognized the following Life Members: Brothers Jean-Paul Fortin, John Jedrasik, Pierre Laberge and Sister Robichaud.

They all addressed Convention and thanked everyone.

The Convention adjourned at 5:10 p.m. until 9:00 a.m.

Wednesday, September 24, 2008.

Wednesday, September 24, 2008

A.M. Session

Convention started with a rousing performance from the 'Drum Café Drummers'.

Call to Order

Brother Brunell called the Convention to order at 9:10 a.m. on Wednesday, September 24, 2008.

He introduced Sister Verna Williams, who is a worker at the hotel and Vice-President of CAW Local 4273.

Reply to Brother Jedrasik's resolution

Brother Brunell ruled out of order Brother John Jedrasik's resolution regarding registration fees.

Committee Reports

By-laws Resolutions Committee

The Convention Chairperson asked the Finance Resolutions Committee to come to the front where he introduced Brother Randy Ford and Sister Elizabeth McCormick, Co-Chairpersons of the Finance Committee. Brother Ford introduced the members of the Committee.

M/S Randy Ford / Elizabeth McCormick

Number: 08/01, Subject: GSU Structure, Originator: NC/2/E

BE IT RESOLVED THAT GSU National Council be mandated to examine and recommend necessary changes to GSU's 2011 Convention,

BE IT FURTHER RESOLVED THAT Council's mandate include a smaller National Council, revised duties of National Officers, a larger role for Local Presidents in the governance of GSU, and associated changes to GSU By-laws, Regulations and Policies, and

BE IT FURTHER RESOLVED THAT Council's recommendations be finalized for presentation to the 2010 National/Local President's Council meeting.

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Randy Ford / Elizabeth McCormick

The committee divided the resolution into two parts. The first part is the first two 'Be It Resolved' sections. The second part is the last 'Be It Resolved' section.

Number: 08/11, Subject: Alternate National Equity Officer, Originator: 70013/40/E

Part 1

BE IT RESOLVED THAT By-law 8 be amended to allow for an Alternate National Equity Officer position be established to fill the position of the National Equity Officer when the position becomes vacant; and

BE IT FURTHER RESOLVED THAT By-law 8 be amended to incorporate the voting process of the Alternate National Equity Officer position to read;

"The Alternate National Equity Officer shall be nominated and elected by the delegates in attendance at each regular Triennial National Convention of this union."

Committee Recommendation: Concurrence

Convention Action: CARRIED WITH A 2/3 MAJORITY.

M/S Randy Ford / Elizabeth McCormick

Number: 08/10, Subject: Accountability Accord, Originator: NC/5/E

BE IT RESOLVED THAT the GSU By-law 8 be amended to include the following new section.

"Prior to the start of elections at any GSU meeting, the officer conducting the elections shall read aloud the GSU Elected Officer Accountability Accord found in GSU Regulation 13."

BE IT FURTHER RESOLVED THAT GSU Regulation 2 – Framework Local By-law 10, be amended to include the following new section:

"Prior to the start of elections at any GSU meeting, the officer conducting the elections shall read aloud the GSU Elected Officer Accountability Accord found in GSU Regulation 13."

Committee Recommendation: Concurrence

Convention Action: CARRIED WITH A 2/3 MAJORITY.

M/S Randy Ford / Elizabeth McCormick

Number: 08/26, Subject: GSU By-law 15, Originator: NC/6/E

BE IT RESOLVED THAT GSU By-law 15 – be amended by adding a new Section 2 and the remaining section be renumbered accordingly.

"Section 2 (new)

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

BE IT FURTHER RESOLVED THAT GSU By-law 15 section 3) be amended to read as follows:

“A member dealt with as provided in Section 1 of this By-law shall have the right to appeal in accordance with Section 25 of the Constitution of the Public Service Alliance of Canada and PSAC Regulation 19.

A member dealt with as provided in Section 2 of this By-law shall have the right to appeal such decision to the National Council.”

Committee Recommendation: Concurrence

Convention Action: CARRIED WITH A 2/3 MAJORITY.

M/S Randy Ford / Elizabeth McCormick

Number: 08/30, Subject: GSU Regulation 9, Originator, NC/7/E

BE IT RESOLVED THAT GSU Regulation 9 – Discipline Procedures be amended to include the following:

- how allegations of misconduct are made
- to whom the complaint is submitted
- the timeframes to be followed
- how frivolous complaints will be dealt with
- the rights of all members involved
- the format of Investigation Committee reports
- the appropriate body to receive an allegation of misconduct
- the proper procedure at the Local level and at the National Council level
- Create a GSU Standing Discipline Committee
- clarify Appeal Procedures

The amended Regulation shall read as follows:

Regulation 9 – Discipline Procedures

General

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

Part 1 – General Procedures

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

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.

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.

Timeframes

In the case of discipline resulting from a strike, allegations must be filed within one year of the end of the strike.

In the case of discipline relating to any other kind of misconduct, allegations must be filed within 30 calendar days of the incident.

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.

Both the member charged and the member making the allegation shall have the right to appear before the investigation committee.

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.

Reports of the Investigation Committee shall consist of one or two parts depending on whether the allegation is upheld by the Committee.

Part I 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. Part 1 of the report cannot be amended and is subject to a simple majority vote to receive it.

Part II 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. Part II of the report may be amended and is subject to a two-thirds majority vote.

Appropriate Receiving Body - *Allegations of misconduct should be submitted to the appropriate receiving body.*

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.

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 Part 1 of GSU Regulation 10.

The receiving body in each case will ensure that the complaints meet the criteria stated in Part 1, paragraphs a) b) and c) of this regulation have been met before submitting the complaint to the investigation committee.

Part 2 – Local Procedure

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

The Local shall establish an internal or external impartial review committee consisting of three (3) people to investigate and assess the charges, including the receipt of oral and written evidence.

The Committee shall present a report to the Local Executive in the format described in Part 1 c) and if disciplinary action is recommended, it shall be subject to approval by a two-thirds majority of members in attendance at a general meeting of the Local except only that the member(s) initiating disciplinary action against another member(s), and the accused member(s) shall be denied voice and vote during the decision-making process.

The disciplined member or members may appeal the decision of the Local to the GSU National Council.

The results of all complaints and investigations shall be submitted to the National President by the Local Executive, who, in the case of a recommendation for suspension of membership, shall refer the recommendation to the PSAC National Board of Directors.

Part 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 Part 1 and Part 3 of this Regulation.

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 Part 4 below.

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 Part 1 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.

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.

Part 4 – Standing Discipline Investigation Committee

The GSU Standing Discipline Investigation Committee shall consist of five (5) GSU National, Regional or Local Officers appointed by the National Council, in accordance with GSU By-law 6, section 8. Any three (3) members of the committee shall investigate any particular complaint.

The committee shall develop appropriate methods for its investigations which will include the following points:

- 1. 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.*

2. *The committee shall ensure that the accused member has been provided with a written copy of the allegations.*
3. *The accused member and the complaining members will be given opportunity to identify relevant witnesses for the committee to interview.*
4. *The committee will ensure that all witnesses, the complainant, and the accused member are aware of the mandate of the committee.*
5. *The Committee will receive specific training from the Component.*

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.

The Committee shall report to the National Council in accordance with Part 1 c) 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.

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.

Part 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.

An appeal against discipline, up to and including removal from office, at the Local level shall be submitted to the National President. The National President shall forward the appeal to the GSU Standing Discipline Investigation Committee.

An appeal against discipline, up to and including removal from office, at the National level shall be submitted to the National President. The National President shall forward the appeal to a three-person tribunal.

Committee Recommendation: Concurrence

M/S Daniel Charron / Alex Sauvé

That this resolution be referred back to the By-laws Committee to deal with Part 4, Standing Discipline Investigation Committee separately.

MOTION TO REFER DEFEATED.

Convention Action: Carried

Recorded against the Convention decision: John Jedrasik

M/S Randy Ford / Elizabeth McCormick

Number: 08/23, Subject: Triennial National Conventions, Originator: 70013/37/E

BE IT RESOLVED to add...

"The rules of Order governing the handling of and completion of all Convention business shall be approved by the Convention as its item of business. The Public Service Alliance Of Canada Rules of Order (Bourinot's Rules of Order) shall be furnished in advance to the Locals at the same time as the copies of resolutions are sent out."

...as a new section in the proposed By-laws.

Committee Recommendation: Concurrence

Convention Action: CARRIED WITH A 2/3 MAJORITY.

Guest Speaker, John Gordon

Brother Brunell introduced Brother John Gordon, PSAC National President. He was elected on May 5, 2006 at the PSAC's 14th Triennial National Convention in Toronto.

Brother Gordon wished the delegates success with Convention business. He indicated that he is looking forward to working with us as we move the union forward. His address to the Convention recognized that we have many challenges ahead of us and that he is aware that by working together in solidarity we can achieve success.

Brother Brunell thanked Brother John Gordon for his contribution to the Convention and presented him with a commemorative coin set from the Royal Canadian Mint.

General Resolutions Committee

The Convention Chairperson asked the General Resolutions Committee to come to the front where he introduced Brother Daniel Charron and Sister Wilma Findlay, Co-Chairpersons of the General Committee. Brother Charron introduced the members of the Committee.

M/S Daniel Charron / Wilma Findlay

Number: 08/44, Subject: Grievance tracking, Originator: NC/1/E

BE IT THEREFORE RESOLVED THAT GSU acquire and implement "Unionware" as our grievance handling and tracking system for all levels of GSU representation, and

BE IT FURTHER RESOLVED THAT the GSU National President ensure that a detailed development, implementation and training plan for "Unionware" be presented to National Council early in 2009, and

BE IT FURTHER RESOLVED THAT \$45,000 be allocated from the 2007 budget surplus to fund this project.

Committee Recommendation: Concurrence

M/S Randy Howard / Alain Courcelles

The previous question.

MOTION CARRIED.

Convention Action: CARRIED UNANIMOUSLY.

M/S Daniel Charron / Wilma Findlay

Number: 08/46, Subject: National Equity Conferences, Originator: 70013/41/E

The Committee divided this resolution into two parts:

Part 1 – First Be It Resolved, Part 2 – Second Be It Resolved.

Part 1:

BE IT RESOLVED THAT the GSU establish and fully fund an Annual National Equity Conference for one regional equity representative from each region within the GSU to attend; and

Committee Recommendation: Concurrence unanimously

Part 2:

BE IT FURTHER RESOLVED THAT the composition of this conference be comprised of one regional equity representative from the following regions and one from a Separate Employer;

- British Columbia
- Alberta, Nunavut and the North West Territories
- Saskatchewan and Manitoba
- Ontario
- National Capital Region
- Quebec
- Nova Scotia, New Brunswick and Prince Edward Island
- Newfoundland and Labrador

Committee Recommendation: Concurrence

M/S Lori Walton / Bill Walsh

That this resolution be referred back to the General Committee to include Separate Employer.

MOTION CARRIED.

P.M. Session

M/S Daniel Charron / Wilma Findlay

Number: 08/45, Subject: Orientation presentation for new employees, Originator: 60018/2/E

BE IT RESOLVED THAT GSU component develop an orientation information presentation for consistent communication to the new membership parties that may be delivered in a timely, efficient and knowledgeable manner, thus allowing the new members time at these PWGSC Orientation sessions to ask any questions and a better understanding of their union.

Committee Recommendation: Concurrence as amended. (See underline)

Convention Action: Carried

M/S Daniel Charron / Wilma Findlay

Number: 08/68, Subject: Duty to Accommodate, Originator: 70013/15/E

BE IT RESOLVED THAT the PSAC place priority in development and delivery of education courses on Duty to Accommodate for its members; and

BE IT FURTHER RESOLVED THAT the PSAC lobby appropriate levels of employer governments and separate employers to bring more awareness as well as highlight their legal responsibility under the Human Rights Act; and

BE IT FURTHER RESOLVED THAT the PSAC call for employer governments and separate employers to provide education on the legal obligations of Duty to Accommodate for all management and employees; and

BE IT FURTHER RESOLVED THAT the PSAC take steps to attain/pursue to ensure adequate processes are in place to deal with workplace accommodation issues.

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Daniel Charron / Wilma Findlay

Number: 08/59, Subject: Funding for Regional Activities – NCR, Originator: 70013/16/E

BE IT RESOLVED THAT the AEC amend its' formula for Regional Allocations to better reflect the size of the membership, and the diversity and the need to service a bilingual population in each region; and...

BE IT FURTHER RESOLVED THAT the percentage allocation be increased to reflect the size of the membership and different services required by the National Capital Region regional council.

Committee Recommendation: Concurrence

M/S Dana Bailey / John Jedrasik

The previous question.

MOTION CARRIED.

Convention Action: Lost

M/S Daniel Charron / Wilma Findlay

Number: 08/60, Subject: Access Conferences – Regions, Originator: 70013/22/E

BE IT RESOLVED THAT the PSAC hold "Regional Access Conferences" in the regions for members with disabilities;

BE IT FURTHER RESOLVED THAT the PSAC hold these regional conferences triennially prior to the PSAC National Access Conference;

BE IT FURTHER RESOLVED THAT these regional conferences be fully funded, by the PSAC.

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Daniel Charron / Wilma Findlay

Number: 08/62, Subject: Equity Conferences – Regions, Originator: 70013/27/E

BE IT RESOLVED THAT the PSAC hold Regional Women’s, Unity, Pride and Access Conferences on a model funded such as the Regional Women’s Conferences.

Committee Recommendation: Concurrence

Convention Action: Lost

Recorded against the Convention decision: Wilma Findlay, John Jedrasik, Ed Janis, Donna Lackie, Allen Deering, Dana Bailey, Lori Walton, Alex Sauvé, Daniel Charron, Monique Jaenicke, Brenda Mazerall-Bryant, Goldie Glasgow.

M/S Daniel Charron / Wilma Findlay

Number: 08/58, Subject: National Equity Conferences – Funding, Originator: 70013/24/E

BE IT RESOLVED THAT the PSAC revise the funding policy to provide an equitable amount of funds to allow for a balanced number of equity attendees at these PSAC National Equity conferences; and

BE IT RESOLVED THAT the funding be adjusted to take into account the requirements of equity members.

Committee Recommendation: Concurrence as amended. (See underline)

Convention Action: Carried

M/S Daniel Charron / Wilma Findlay

Number: 08/70, Subject: Disability Insurance, Originator: 70013/21/E

BE IT RESOLVED THAT the PSAC lobby the Employer to change the DI policy to waive the waiting period.

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Daniel Charron / Wilma Findlay

Number: 08/54, Subject: Men’s Action and Support Committee, Originator: 70013/26/E

BE IT RESOLVED THAT the PSAC support the establishment of Men’s Action and Support Committee in the regions; and

BE IT FURTHER RESOLVED THAT funding be made available to these committees through existing funds from within the PSAC; and

BE IT FURTHER RESOLVED THAT the PSAC create a course to educate members about Men’s issues.

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Daniel Charron / Wilma Findlay

Number: 08/55, Subject: Rand Cards, Originator: 70013/3/E

BE IT RESOLVED THAT the PSAC expedite the process for members transferring from rand status to full membership status and use whatever means necessary to reduce the waiting time these rand members must wait to a turnover time of not more than 1 (one) month, once the PSAC receives the card.

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Daniel Charron / Wilma Findlay

Number: 08/56, Subject: Meeting room charges, Originator: 70019/2/E

BE IT RESOLVED THAT PSAC direct the managing company to not charge any boardroom fees for PSAC, Components, regional or local meetings for union business; and

BE IT FURTHER RESOLVED THAT this take effect immediately following the 2009 PSAC triennial convention.

Committee Recommendation: Concurrence

Convention Action: Carried unanimously

Announcement

Brother Brunell reminded everyone that the deadline to submit nomination forms is at the end of business today.

By-laws Resolutions Committee

M/S Randy Ford / Elizabeth McCormick

Number: 08/27, Subject: Local Meetings Originator: 70020/2/E

BE IT RESOLVED THAT this convention mandate the National Council to come up with a clear definition of the words / term, Local meeting; and

BE IT FURTHER RESOLVED THAT this definition be placed in the GSU by-laws, regulations & policies manual in By-law 19 Definitions.

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Randy Ford / Elizabeth McCormick

Number: 08/28, Subject: Framework Local By-laws, Originator: NC/5/E

BE IT RESOLVED THAT GSU Regulation 2, By-law 6, Section 4 be amended to read as follows;

"If the office of Local President becomes vacant for any reason, the Local Vice-president will fill the position, in accordance with Local By-law 7, Section 2 a.

If an elected office other than Local President becomes vacant for any reason, the Local Executive Committee may appoint a replacement on an interim basis.

At the next General Membership Meeting the Executive must conduct an election, following the procedure outlined in the PSAC Rules of Order, to fill the vacant position for the remainder of the original term of office.”

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Randy Ford / Elizabeth McCormick

Number: 08/35, Subject: Suspension from membership, Originator: 70013/1/E

BE IT RESOLVED THAT the PSAC amend its constitution by adding a new clause Regulation 19, Section 6 (h) as follows:

“(h) If the Local meeting accepts a recommendation to suspend or expel from membership, the accused member will be denied voice and vote at subsequent Local meetings until the matter is dealt with by the National Board of Directors.”

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Randy Ford / Elizabeth McCormick

Number: 08/34, Subject: Discipline - Report on Disciplinary Action Against Strikebreakers, Originator: 70013/4/E

BE IT RESOLVED THAT Section 25 of the PSAC Constitution is amended to include that

“Within six (6) months of the conclusion of any ratification votes, members of the NBoD shall be responsible for providing the AEC a status report on disciplinary actions taken against scabs within their Component”; and

BE IT FURTHER RESOLVED THAT the report shall contain details on Locals that did not require disciplinary action, on Locals that did and did not meet the Constitution obligations and what steps have been taken to ensure that scabs are disciplined for violating our Constitution.

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Randy Ford / Elizabeth McCormick

Number: 08/31, Subject: Equity Representative, Originator: 70013/12/E

BE IT RESOLVED THAT the PSAC, at its Triennial Convention, shall elect to the Alliance Executive Committee (AEC) a full time paid Equity Officer responsible for all Equity issues with voice and vote and have delegate status at all conventions; and have the responsibility to report to the AEC of the PSAC.

Committee Recommendation: Concurrence

Convention Action: Carried

General Resolutions Committee

M/S Daniel Charron / Wilma Findlay

Number: 08/46, Subject: National Equity Conferences, Originator: 70013/41/E (Continuation of 08/46 - (Part I – First BIRT, Part 2 – Second BIRT))

Part 1

BE IT RESOLVED THAT the GSU establish and fully fund an Annual National Equity Conference for one regional equity representative from each region within the GSU to attend; and

Part 2

BE IT FURTHER RESOLVED THAT the composition of this conference be comprised of one regional equity representative from the following regions and one from a Separate Employer;

- British Columbia
- Alberta, Nunavut and the North West Territories
- Saskatchewan and Manitoba
- Ontario
- National Capital Region
- Quebec
- Nova Scotia, New Brunswick and Prince Edward Island
- Newfoundland and Labrador
- Separate Employer

M/S Allen Deering / Monique Jaenicke

The previous question.

MOTION CARRIED.

Committee Recommendation: Concurrence

Convention Action: Part 1 – Lost

Convention Action: Part 2 – Concurrence as amended. (See underline)

Recorded against the Convention decision: Wilma Findlay, John Jedrasik, Ed Janis, Robert Spencer, Allen Deering, Monique Jaenicke, Dana Bailey, Brenda Mazerall-Bryant, Donna Lackie, Daniel Charron, Michelle Little, Wilma Findlay, Lori Walton.

M/S Daniel Charron / Wilma Findlay

Number: 08/71, Subject: Employment Insurance, Originator: 70013/19/E

BE IT RESOLVED THAT the PSAC together with the Canadian Labour Congress (CLC) launch a campaign to lobby parliament to amend the Employment Insurance Act in waiving the waiting period of two (2) weeks for workers who apply for EI under illness.

Committee Recommendation: Concurrence

Convention Action: Carried

M/S Daniel Charron / Wilma Findlay

Number: 08/63, Subject: Family Care Registration Forms, Originator: 70013/6/E

M/S Nicole Rousseau / Jean-Paul Fortin

That this resolution be divided into two parts as follows:

Part 1 – First BIRT and Part 2 – Second BIRT.

Part 1

BE IT RESOLVED THAT all registration forms for family care take into account the requirements of family members with disabilities; and

Part 2

BE IT FURTHER RESOLVED THAT the information gathered on the registration forms be used to design inclusive activities using non-toxic materials.

MOTION CARRIED.

Committee Recommendation: Concurrence, Part 1 and Part 2

Convention Action: Carried – Part 1

Convention Action: Lost – Part 2

M/S Daniel Charron / Wilma Findlay

Number: 08/69, Subject: Disability Insurance for Subsequent Injuries or Disabilities, Originator: 70013/23/E

BE IT RESOLVED THAT the PSAC lobby the Employer to achieve an insurance plan where members with multiple disabilities as well as members who develop subsequent and additional disabilities not be made to wait for benefits to start for each and every disability that befalls them.

Committee Recommendation: Concurrence

Convention Action: Lost

Announcement

Brother Brunell reminded everyone that the Banquet and Dance would be held this evening.

**The Convention adjourned at 5:10 p.m. until 9:00 a.m.
Thursday, September 25, 2008.**

Thursday, September 25, 2008

A.M. Session

Call to Order

Brother Brunell called the Convention to order at 9:15 a.m. on September 25, 2008.

Report of the Credential Committee

M/S Kevin Bassett / Phil Robinson

That the third report of the Credential Committee be adopted:

66 Accredited Delegates

13 Observers

17 Guests

Brother Jack Gale replaced Sister Reni Stein. Brother Gale is now the delegate and Sister Stein is the observer. They are both from Local 20001.

MOTION CARRIED.

Brother Brunell introduced Brother John Gordon, Chairperson of the Election. Brother Gordon assumed the Chair (9:20 am), introduced the members of the Nominations Committee and explained the election procedures. He also stated that assistance would be provided for members with disabilities.

Election of the National President

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

Mark Brunell nominated by Nicole Rousseau and seconded by Lori Walton.

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

Brother John Gordon declared Brother Mark Brunell re-elected by acclamation as GSU National President. Brother Brunell thanked the delegates for their support and trust.

Election of the National Vice-Presidents

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

Randy Ford nominated by Bill Dennis and seconded by Shanny Doucet

Alex Sauv  nominated by Lori Walton and seconded by Mary-Lynne Stepan

Daniel Charron nominated by Donna Lackie and seconded by Phil Robinson

Wilma Findlay nominated by Jean-Paul Fortin and seconded by Lyne Giroux

Phillip Robinson nominated by Bill Pleming and seconded by Mary Lynne Stepan

No other nominations were received from the floor of the Convention. The candidates were then invited to speak. Following their presentation, delegates were asked to vote.

Brother Brunell resumed the Chair while the ballots were being counted. (10:10 am)

Report of the Credential Committee

A/S Kevin Bassett / Ed Janis

That the third report of the Credential Committee be amended:

72 Accredited Delegates

13 Observers

17 Guests

MOTION CARRIED.

Results of the Elections for National Vice-Presidents

Number of ballots cast: 72

Number of ballots spoiled: 0

Majority needed: 37

Number of votes received:

Charron 63

Sauvé 52

Ford 48

Robinson 34

Findlay 18

M/S Robert Spencer / Ed Janis

That the ballots be destroyed.

MOTION CARRIED.

Brothers Daniel Charron, Alex Sauvé, and Randy Ford were re-elected as National Vice-presidents on the first Ballot. Brothers Charron, Sauvé and Ford addressed the Convention delegates and they thanked everyone for their trust and their support. Brother Robinson and Sister Findlay also thanked everyone for their support.

Election of the National Equity Officer

The Nominations Committee reported that the following nomination for the office of the National Equity Officer had been received:

Donna Lackie nominated by Daniel Charron and seconded by Nicole Rousseau.

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

Brother John Gordon declared Sister Donna Lackie acclaimed as GSU National Equity Officer. Sister Lackie thanked the delegates for their support and trust.

Election for the Alternate National Equity Officer

The Nominations Committee reported that the following nomination for the office of Alternate National Equity Officer had been received:

Dana Bailey nominated by Bob Cameron and seconded by Randy Ford.

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

Brother John Gordon declared Sister Dana Bailey acclaimed as Alternate National Equity Officer. She thanked everyone. The Alternate NEO is a new position that was created at this Convention.

Election for the Regional Vice-Presidents

At this point, Brother Gordon advised the delegates that they would proceed with the regional elections. Life Members will be conducting the Regional elections:

Pacific Region:	Brother Lavery
Western Region:	Sister Denesiuk
National Capital Region:	Brother Bean
Quebec Region:	Sister Gervais
Atlantic Region:	Brother Bailey
Ontario Region:	Sister Lethbridge

Results of Elections for Regional Vice-Presidents

RVP Atlantic	Alternate
Bob Cameron, Bill Walsh, *Michelle Little	Lori Walton, Kevin Bassett, Russel Carter
RVP Quebec	Alternate
Pierre Alarie, *Jean-Paul Fortin	Lyne Desjardins, vacant
RVP Ontario	Alternate
David Cuning, *Dave Thomson	Luigi Reda, Diane Power
RVP NCR	Alternate
Roger Chartrand, Ron Le Blanc, Nicole Rousseau *Robert Spencer	Stephen Lancaster, John Egan, Lynn Giroux, Donald Reed
RVP Western	Alternate
Thomas Melanchuk, *Martine Mongeon	Mitch Sylvestre, Sheldon Jacobs
RVP Pacific	Alternate
Jack Gale, *Phil Robinson	Vacant, Bill Pleming

***Elected by Caucus to attend PSAC Convention.**

PM Session

Election of GSU Delegates to the PSAC Convention

GSU is entitled to thirteen delegates in addition to the National President.

GSU Regulation 11 states that the National Vice-Presidents and the National Equity Officer will attend the PSAC Convention as delegates, six RVPs elected in caucus, three delegates and three alternates to be elected from the plenary floor.

The following delegates were nominated as GSU Delegates from the plenary floor to the PSAC Triennial Convention in 2009. To speed up the election process, Brother Gordon advised that seconders were not required for nominations from the floor.

Jack Gale	nominated by Phil Robinson
Thomas Melanchuk	nominated by Martine Mongeon
David Cunning	nominated by Dave Thomson
John Jedrasik	nominated by Bill Dennis
Mary-Lynn Stephan	nominated by Sylvie Harrisson
Suzanne Lambert	nominated by Alex Sauvé
Pierre Alarie	nominated by Jean-Paul Fortin
Nicole Rousseau	nominated by Stephen Lancaster
Lyne Desjardins	nominated by Roger Chartrand
Kevin Bassett	nominated by Bill Walsh
Pierre Laberge	nominated by Robert Spencer
Suzanne Lambert	nominated by Daniel Charron

Brother Brunell resumed the Chair (2:05 p.m.) while the ballots were being counted and requested that Convention business continues and that we deal with Regulation 13.

Ratification of GSU Regulations and Policies Adopted by the National Council

M/S Randy Ford / Bill Walsh

To ratify the GSU Regulations and Policies adopted by the National Council.
(Attached as Appendix "F")

MOTION CARRIED UNANIMOUSLY.

Presentations

Brother Brunell presented an Award of Merit to Brother Allen Deering, Vice-President of Local 70013. He also presented a PSAC 30 Year Service Award to Brother Pierre Laberge, RVP. Brothers Deering and Laberge expressed their thanks for the awards to the Convention delegates.

Results of the Ballot for GSU Delegates and GSU Alternates to the PSAC Triennial Convention in 2009

Brother Gordon is in the Chair. (2:20 p.m.)

Number of ballots cast:	72
Number of ballots spoiled:	1
Kevin Bassett	35
Thomas Melanchuk	30
Nicole Rousseau	29
Pierre Alarie	25
Suzanne Lambert	20
Jack Gale	17
David Cunning	14
Lyne Desjardins	11
John Jedrasik	11
Pierre Laberge	10
Mary-Lynn Stephan	10

Brother Gordon declared that the three elected GSU Delegates to attend the PSAC Convention are: Brothers Kevin Bassett, Thomas Melanchuk and Sister Nicole Rousseau.

Brother Gordon declared that the three GSU Alternates Delegates to the PSAC Convention are: Brothers Pierre Alarie, Jack Gale and Sister Suzanne Lambert.

M/S Ed Janis / Robert Spencer

THAT the ballots be destroyed.

MOTION CARRIED.

Referral of Remaining Convention Business

M/S Bill Walsh / Bob Cameron

THAT all unfinished Convention business be forwarded to the incoming National Council.

MOTION CARRIED.

Accountability Accord

Brother Randy Ford requested that Brother Brunell read the Accountability Accord. Brother Brunell then read the Accountability Accord.

Oath of Office

Brother Gordon administered the Oath of Office to the newly elected officers and the alternates. He then turned the Chair to the National President. (2:45 p.m.)

Presentations

Brother Brunell advised the Convention Delegates that the following RVPs Brothers Boileau, Carter, Janis, Laberge, Dennis and Sisters Harrisson and McCormick will not be standing for re-election. He presented them with a GSU Jean Jacket and extended best wishes to them all. He also acknowledged Sister Findlay.

He presented a GSU pocket watch to Brother Bill Dennis who will be retiring in the near future. Brother Dennis thanked his family, especially his wife Linda for being there during the many challenges and fights that GSU / PSAC went through. He thanked everyone for the support he received over the years.

Brother Brunell thanked the Host Committee, the Interpreters, the Technicians and the Hotel Staff, for their great cooperation during the week. He also, thanked the staff for their work prior to and during the Convention. He then proceeded to thank all the delegates for the hard work accomplished during the Convention week. Lastly, he offered a special thank you to his wife Ellen for her support over the years.

Announcement

He reminded the delegates that the newly elected National Council will be meeting at 9:00 a.m. on September 26, 2008.

Adjournment of Convention

M/S Bill Dennis / Don Bédard

THAT this Convention be adjourned.

MOTION CARRIED.

The Convention adjourned at 3:15 p.m.

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All Delegates

Last Name	First Name	Local #	City	Prov	Status	Delg #
Alarie	Pierre	10161	Montréal	QC	Délégué	021
Aubé	Marc 1	0011	Beauport	QC	Délégué	063
Bailey	Dana	80052	Halifax	NS	Delegate	067
Bassett	Kevin	90011	S. John's	NL	Delegate	026
Bédard	Donald	70020	Vars	ON	Delegate	053
Boileau	Robert	NC	Rockland	ON	Delegate	011
Brunell	Mark	NC	Ottawa	ON	Delegate	001
Bryson	Leslie	70019	Orleans	ON	Delegate	057
Cameron	Robert	NC	Dartmouth	NS	Delegate	006
Carter	Russel	NC	Lower Coverdale	NB	Delegate	007
Charron	Daniel	NC	Gatineau	QC	Délégué	004
Chartrand	Roger	70024	Luskville	QC	Délégué	019
Clermont	Rhéal	70055	L'Ange Gardien	QC	Delegate	048
Courcelles	Alain	50057	Springfield	MB	Delegate	024
Cunning	David	00027	Richmond Hill	ON	Delegate	027
Deering	Allen	70013	Nepean	ON	Delegate	039
Dennis	Bill	NC	Komoka	ON	Delegate	013
Desjardins	Lyne	10161	Longueuil	QC	Délégué	022
Doucet	Shanny	60018	Cap-Pelé	NB	Delegate	037
Drummond	Gilford	80019	Dartmouth	NS	Delegate	074
Dumoulin	Laurie	70068	Gatineau	QC	Delegate	070
Egan	John	70019	Nepean	ON	Delegate	061
Egan	Tim	00028	Burlington	ON	Delegate	068
Findlay	Wilma	NC	Gatineau	QC	Delegate	005
Ford	Randy	NC	Charlottown	PE	Delegate	002
Fortin	Jean-Paul	10060	Matane	QC	Délégué	033
Gignac	Raynald	10015	Quebec	QC	Délégué	031
Glasgow	Goldie	00027	Brampton	ON	Delegate	028
Goulet	Bonnie	30001	Edmonton	AB	Delegate	044
Harding	Linda	90031	Corran Ban,	PE	Delegate	072

Last Name	First Name	Local #	City	Prov	Status	Delg #
Harrisson	Sylvie	NC	Matane	QC	Déleguée	010
Hill	Lyne	70707	Gatineau	QC	Delegate	030
Hoebee	Troy	50002	Lorette	MB	Delegate	065
Howard	Randy	60018	Moncton	NB	Delegate	036
Jacobs	Sheldon	XPW-75	Yellowknife	NT	Delegate	029
Jaenicke	Monique	70013	Nepean	ON	Delegate	077
Janis	Ed	NC	Regina	SK	Delegate	015
Jedrasik	John	70013	Nepean	ON	Delegate	038
King	Wayne	30401	Calgary	AB	Delegate	075
Laberge	Pierre	NC	Coaticook	QC	Délegué	009
Lackie	Donna	70015	Woodlawn	ON	Delegate	062
Lambert	Suzanne	70024	St-Albert	ON	Delegate	077
Lancaster	Stephen	70019	Orleans	ON	Delegate	056
Le Blanc	Ron	70055	Gatineau	QC	Delegate	047
Little	Michelle	60018	Elgin	NB	Delegate	034
Mazerall-Bryant	Brenda	70013	Nepean	ON	Delegate	040
McCormick	Elizabeth	NC	Nanaimo	BC	Delegate	018
Melanchuk	Thomas	50002	Winnipeg	MB	Delegate	064
Mercier	Monica	70019	Gatineau	QC	Delegate	059
Mongeon	Martine	NC	Spruce Grove	AB	Delegate	016
Murray	Larry	40007	Saskatoon	SK	Delegate	073
Oram	Dan	60007	Saint John	NB	Delegate	052
Philliben	Tom	70055	Gatineau	QC	Delegate	046
Pleming	Bill	20008	North Vancouver	BC	Delegate	051
Power	Diane	00031	London	ON	Delegate	049
Reda	Luigi	00026	Amherstview	ON	Delegate	071
Reed	Donald	70019	Ottawa	ON	Delegate	058
Robidoux	Marc	10060	Saint-Ulric	QC	Délegué	032
Robinson	Phil	NC	North Vancouver	BC	Delegate	017
Rousseau	Nicole	70019	Ottawa	ON	Delegate	055
Sauvé	Alex	NC	Ottawa	ON	Delegate	003
Sauvé	Robert	00033	Val-Thérèse	ON	Delegate	035

Last Name	First Name	Local #	City	Prov	Status	Delg #
Sinn	Philip	70023	Ottawa	ON	Delegate	069
Sirois	Jacques	10141	Montréal	QC	Délégué	042
Spencer	Robert	70020	Morrisburg	ON	Delegate	054
Stein	Reni	20001	Victoria	MC	Delegate	025
Stepan	Mary-Lynne	30401	Calgary	AB	Delegate	076
Sylvestre	Mitch	50057	Winnipeg	MB	Delegate	023
Terris	Rob	20008	Surrey	BC	Delegate	050
Thomson	Dave	NC	Hamilton	ON	Delegate	014
Vaitekunas	Donna	70019	Ottawa	ON	Delegate	060
Walsh	Bill	NC	Mount Pearl	NL	Delegate	008
Walton	Lori	80052	Dartmouth	NS	Delegate	066
Warring	Raye	30001	Edmonton	AB	Delegate	045

Observers

Bouchard, Viviane	70013	Ottawa,	ON	212
Desjardins, Carole	10141	Montréal,	QC	213
Desormeaux, Denis	70019	Gatineau,	QC	209
Gale, Jack	20001	Victoria,	BC	202
Jayasuriya, Hycinth	50057	Winnipeg,	MB	200
Lalonde, André	70020	Gatineau,	QC	208
Leger, Bert	50057	Winnipeg,	MB	201
Mitchell, Lynn	70707	Aylmer,	QC	205
Parker, Christine	00027	Mississauga,	ON	207
Soubra, Souad (Sue)	00027	North York,	ON	206
Tassé, Michel	70019	Ottawa,	ON	210

Alternates

Desjardins, Carole	10141	Montréal,	QC	213
Desormeaux, Denis	70019	Gatineau,	QC	209
Fraser, Chris	70055	Ottawa,	ON	112
Fridrich, James	70013	Gatineau,	QC	109
Gale, Jack	20001	Victoria,	BC	202
Gauthier, Madeleine	10060	Ste Paule,	QC	100
Ladan, Darcey	50002	Winnipeg,	MB	116
Lalonde, André	70020	Gatineau,	QC	208
Lane, Edward	60018	Moncton,	NB	211
McMullen, Line	10060	Matane,	QC	103
Pagé, Gilles	70013	Ottawa,	ON	110
Parker, Christine	00027	Mississauga,	ON	207
Scott, Stephanie	60018	Moncton,	NB	104
Soubra, Souad (Sue)	00027	North York,	ON	206
Tassé, Michel	70019	Ottawa,	ON	210
Mitchell, Lynn	70707	Aylmer,	QC	205

GSU Convention 2008 – Programme

Fairmont Palliser Hotel, Calgary, Alberta

Tuesday, September 23

08:00	Registration of Delegates	Tudor Room
08:30	Convention opening event	Crystal Ballroom
	Call to Order O Canada Solidarity Forever	
	Introductions and Announcements	
	Welcome to Delegates Robyn Benson, PSAC REVP Prairies Gil McGowan, President, AFL	
	First report of the Credentials Committee	
	Adoption of the Rules of Order	
	Adoption of the Convention Programme	
	GSU Honour Call	
	Reports of the National Officers	
	Ratification of appointments to Convention Committees	
11:00	Emergency Resolution	
12:00	Recess of session	
13:30	Guest Speaker – Brian Mason, Alberta NDP	Crystal
	Ratification of Regulations and Policies adopted by the National Council	
	Address by GSU National President – Mark Brunell	
	General Session, Committee Reports	
17:00	Recess of session	Crystal
19:00	All Candidates' Meeting – Patti Ducharme, Chair	Crystal

Wednesday, September 24

09:00	Call to Order and announcements	Crystal
	Report of Credentials Committee	
	Address by PSAC National President – John Gordon	
	General Session, Committee Reports	
12:00	Recess of session	
13:30	General Session, Committee Reports	Crystal
17:00	Recess of session	
18:30	Pre-banquet refreshments	Marquis room
19:30	Banquet and Dance	Alberta room

Thursday, September 25

09:00	Call to order and announcements	Crystal
	Report of Credentials Committee	
	Election of Officers – John Gordon, Chair	
	Report of the Nominations Committee	
	General Session, Committee Reports	
	Election of Delegates to the 2009 PSAC Convention	
17:00	Adjournment	

Friday, September 26

10:00	First meeting of the new National Council	Canadian Pacific
12:00	Adjournment	

Mark Brunell

Report of the GSU National President

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

I am reporting on the items required by our By-laws and include brief remarks. In addition, I will comment on some of the recommendations which National Council will have for Convention.

During the Address of the National President I will speak in more detail on some of our successes since the last Convention and will outline what I believe to be our major challenges over the next three years.



Membership

In May 2008, GSU membership was 5947 including 687 Rand deductees.

We have 4188 members in Treasury Board's Programme and Administration Group, 486 in Operational, 695 in Technical, and 9 in Education and Library Science; all are employed at Public Works and Government Services Canada. The Royal Canadian Mint unit is 562 members, Metcalfe Realty has 6 members and 3 are unallocated.

Our total membership size is virtually unchanged since GSU's founding in 1999, but our composition has shifted over the years. In 1999 the largest single bargaining unit was the CR group, while today the AS unit is our largest unit and represents almost half of our membership.

GSU membership is now 56% women and 44% men; 72% are anglophone and 28% francophone.

Finances

Financially, we are in a very sound position and I expect us to end the three-year budget cycle with a small surplus. We have funded reserves that cover a variety of liabilities and contingencies.

As a result, National Council is proposing a 2009 – 2011 Budget which recommends no change to our current dues structure.

GSU National Office

As always, I want to thank all of GSU's staff for their professionalism, advice and support. I am proud of the quality of services GSU's National Office provides to members and officers.

There have been significant changes in the Office over the last three years; Brothers Saurette and Robinson and Sister Daniel left the organization to explore other possibilities and Sister Wilson is now on a developmental secondment with the PSAC.

Brother Craig Spencer joined us early in 2008 as Union Representative and Sister Daniel Laprade is currently with us on secondment from the PSAC. As

of the writing of this report, a competition is underway for a second bilingual Union Representative position.

GSU National Council

Council has met in person five times and by teleconference twenty-one times since our last Convention. Minutes of formal Council meetings are posted on our website.

Standing GSU internal committees, most of which now include local representation, meet and work on a periodic basis.

There have been significant changes in Council over the last three years as well.

Brothers Sperling, Austin, Laalo, Zwicker and Lavery, and Sister Lethbridge all left Council for career or personal reasons. They have been ably replaced by Sister Martine Mongeon and Brothers Dave Thompson and Bob Cameron. Three NCR RVP positions remain unfilled at the request of the NCR Locals.

In accordance with GSU Regulation 10, Brothers Randy Ford, Alex Sauve and Dan Charron rotated through the position of designated replacement for the National President. Brother Charron currently has that responsibility until the end of Convention.

I want to add a few words about Council. It may not be apparent, but Council has played a role in virtually all of the areas I report on.

I want to thank all the members of Council for their support and solidarity over the last three years. We have had many difficult issues to deal with, but debate at Council has always been open, candid and respectful and once Council took a decision we united to support a common position. This solidarity gives us great credibility with our employers and other bargaining agents when we speak on behalf of the membership.

Locals

GSU currently has 34 Locals with one (Local 72000 Metcalfe) inactive.

Just as in our National Office and National Council, change has been a constant challenge for Locals. Since Quebec City in 2005, fully 2/3rds of our Locals have new Executives and only eleven Presidents scheduled to be at Convention 2008 held that position three years ago.

Consequently, Local development work has assumed a high priority over the last two years, as GSU has directly provided training or planning assistance to nine Locals with the help of RVPs, NVPs, the Local Development Committee, the National Office and PSAC Regional Offices.

We held two successful Presidents' Councils in Montebello and Moncton.

Since last Convention I've met with 26 of our Locals at their Annual General Meetings and through regional seminars and Local President's/Regional Vice-presidents' meetings met with representatives of all GSU Locals.

Consultation

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

I'm relieved to report that the largest challenge facing us at our last Convention, Real Property's plan to contract out 2500 – 4000 jobs, was successfully stopped. While RPB did go on to sell a number of federal office buildings, we managed to ensure that there were no lay-offs as a result and I believe our efforts, along with the PSAC's work, make the future sell off of further buildings unlikely.

Additionally, in 2007 GSU signed a groundbreaking Union Recognition document with the Deputy Minister of PWGSC which acknowledges the significant contribution union members make to their workplaces through involvement in their Union.

Collective Bargaining

Difficult negotiations are currently underway for Treasury Board and Convention will have an opportunity to deal with several resolutions related to this round of collective bargaining

We were successful in negotiating a new collective agreement with the Royal Canadian Mint early in 2008.

PSAC Representation

GSU is currently represented on eight National Board of Directors' committees, and GSU national and local officers are active in Regional Councils, Area Councils and provincial Federations of Labour.

Notably, I want to recognize Brother Dan Charron, who came very close to being elected the PSAC Regional Executive Vice-president for the NCR and who was subsequently elected the alternate REVP.

National President's Recommendations

GSU By-law 7.1.d calls for the National President's report to Convention to "...include any recommendations which the National Council deems necessary to meet the continuing aims and objectives of this Union..."

I will not comment on all National Council recommendations, but will comment on two which I see as especially significant.

First, National Council will recommend that GSU acquire and implement Unionware, a grievance handling and tracking system, for GSU representation at all levels of the Union.

Council has been briefed on similar systems several times over the last three years, and Local Presidents at Moncton in 2007 indicated we should investigate further. The PSAC has recently acquired Unionware and I believe GSU's adoption of that system now will greatly enhance our representation programme.

Second, Council will recommend that, over the next three years, GSU National Council shall examine and recommend changes to GSU structure for our 2011 Convention.

At our last Convention, a majority of delegates (although not a 2/3rds majority) supported structural change. Events over the last two years have convinced Council that the need for change remains urgent.

A Personal Note

I want to thank Council, Local officers, members and staff of Government Services Union for your support over the last three years. I would not be exaggerating to say that the work of this position would be impossible without your help, encouragement and assistance. I am deeply grateful to you all.

Finally, I want to acknowledge my partner, Ellen Nearing, for her eternal patience with the demands of the position. While working for the Union brings many rewards, ultimately it is our families, and often their sacrifice, that makes it possible for us to continue our work.

Very respectfully submitted,

Mark Brunell

National President

Government Services Union, PSAC

22 July 2008

Randy Ford

Report of the National Vice-president

I am pleased to submit my report of activities, since being elected as National Vice-president at our last triennial convention in Quebec City. When I look back over the past 3 years, I realize just how busy I've been.

While I sit on various committees, both departmental and within our component, my main focus has been on the portfolios assigned to me by our National President.



Workforce Adjustment:

I sit on this departmental committee, as Union Co-chair, along with Brothers Bill Dennis and Bob Kipper. We meet on a regular basis, usually every 3 months. While the national committee serves mainly as a steering/policy group, as Union Co-chair of this committee, it is my responsibility to ensure that GSU members, who are facing changes to their existing employment, are given full benefit of the workforce adjustment appendix in their collective agreement. We work closely with GSU Regional and Local Officers in carrying out that responsibility. My thanks to them for all their hard work.

Here are some issues we have dealt with over the past 3 years:

Cheque Redemption in Matane: GSU members in this location were faced with a major impact to their continued employment, by the announcement from the banks of moving towards paperless transactions. This decision affected upwards of 100 GSU members, which represents approximately one-half the employees located there. Senior departmental management are committed to finding alternative employment opportunities for this operation and through their efforts the future looks much brighter in Matane. Our Local and Regional officers are doing a great job in representing our members during this difficult period.

Quebec Dams Transfer: Real Property had made a choice to transfer responsibility for maintaining three dams to the Quebec Government. We were very critical of Real Property for not ensuring that the continued employment of our GSU members was part of the transfer agreement. Although we were less than satisfied with the final outcome on this issue, we do recognize that the affected members had an opportunity to continue their employment; however some tough decisions had to be made by them, which they chose not to accept.

Term Exclusion Order Termination: In 2005 the ADM for Real Property had submitted a report to the Deputy Minister, regarding the outsourcing of work for that branch. While the report was subsequently rejected, regions had already begun laying off term employees, even though there were concerns regarding staffing levels and workloads.

The Exclusion Order was put in place until another review of the branch was conducted. While the order stopped the clock for achieving indeterminate status after three years of term employment, it also stopped the laying off of GSU members. The exclusion order was lifted in 2007.

Repatriation of work to Indian and Northern Affairs (INAC): In 2006, INAC decided to take back work presently being done by PWGSC. All GSU members, affected by this decision, were guaranteed employment with INAC.

Transfer of Government Information Services Branch (GISB): Discussions on this matter started before me assuming my WFA duties. It was a multi-phase transfer, with some employees being transferred to Service Canada, while the remainder were found employment with various branches within PWGSC.

Reprocurement of the AFD provider: Even though this exercise did not involve the transferring of any PWGSC employees to SNC ProFac, we still had concerns around the treatment of our members, who were reassigned, to ensure their collective agreement rights were respected. We were given commitments by the Deputy, regarding job security for our members and promised copies of the business cases for any proposed changes to the AFD contract, where buildings were added to the contract.

Return of work to Fisheries and Oceans, Pacific Region: April 1st this year, 26 PWGSC employees, who worked at a lab site in Nanaimo, were transferred over to Fisheries and Oceans, as a result of that department's decision to do the work in-house. All PWGSC employees were guaranteed continued employment.

Argentina, Newfoundland/Labrador: The clean-up work at the former United States military facility was coming to a close and 6 GSU members were told they would be declared surplus. All received employment offers within PWGSC in St. John's.

Real Property:

This branch has been the most active, with regards to changes that took place over the past 3 years. The issue that most dominated their agenda was the Real Estate Study, which involved the proposed sale/leaseback of 41 buildings across Canada. To date 7 buildings were sold, an injunction was filed regarding 2 locations in Vancouver, and no decision has been made regarding the remaining 33. Three years after this initiative was announced, we still have not received any formal briefing on the results of the study.

GSU set aside \$250K for a fightback campaign and solicited support from the PSAC and other components. We received commitments from the branch that no GSU member would receive surplus notices. This issue continues to be discussed at our Real Property Branch Advisory Committee meetings (RPBAC) along with the following:

Additions to the AFD contract

Divestiture of Engineering Assets

Branch Re-structuring

Work Descriptions

Management/Union Efficiencies Initiative
Heating Plant Study (National Capital Area)

GSU By-laws and Policy Committee:

As Chair of this committee, we were tasked with developing an “Accountability Accord” for all elected GSU officers, at both the National and Local levels. You will notice in your convention resolution booklet the proposal being presented to convention delegates for discussion.

The committee was also asked to review our existing by-laws pertaining to “Discipline” and the procedures to follow. Again there is a resolution going to convention for delegates to discuss.

I want to acknowledge the other committee members for the hard work they put in to develop these resolutions. They are Brothers Phil Robinson, Mike Lavery, Bob Cameron, Bill Dennis, and Sister Wilma Findley. Special thanks to Laura Griffin, our resource staff person, for her expertise.

General Comments:

When I look back over the past three years and the work I’ve been involved in, on behalf of GSU members, I feel comfortable in the fact that our members have been well served. We have a great organization, second to none in the PSAC. Through Mark’s leadership, we took on some major challenges, within our own organization, as well as with the department. These challenges made easier by the efforts of National Council and our dedicated staff members.

It has been an honour and a privilege to have served you as National Vice-president. When I took on this role, I made a commitment to the membership, which I feel I have fulfilled. Delegates at convention will tell me if I have or not.

At our last convention, there was a lot of discussion around communications. I ensured I provided regular updates of my committee work to my colleagues in the regions. Although I didn’t have many opportunities to visit locals in the regions, I committed to making myself accessible and ensured locals in the National Capital Area knew when I was travelling there and hopefully could attend any of their meetings.

I’d like to thank National Council for their support over my term of office. I need that support to properly represent the members in my discussions with senior departmental management.

Last but not least, our GSU staff. Thank you for all the support you’ve provided me.

In solidarity
Randy Ford
National Vice-president

Alex Sauvé

Report of the National Vice-president

Sisters and Brothers;

Change

Three years are over. Looking back, a lot has happened, but I can also see much more change on the forward horizon.

As I look back to the nineties I recall one thing that the employer told us incessantly; change is inevitable. At the time, we as a union did our very best to resist change. I started a losing battle at the beginning of my union career to prevent the contracting-out of cheque production. Cogent arguments and predictions did nothing to stop this change. I failed then but took on fresh battles as the world evolved around us. We still couldn't say that change was always good, but it was inevitable.



The work of the cheque production facilities has finally been repatriated after many years of substandard performance. It's interesting to note that as soon as the work was taken over and reasonable salaries and security were given to the workers, the quality of the work improved significantly. This is an example of how change is good. I was pleased to see that all of the data and analysis I provided so many years before was requested for review, but when the final outcome arrived I was even more gratified to know that someone else agreed with me that contracting out was a bad change in this case.

Health and Safety

Over the last three years I've watched a steady stream of change in this area. The Employer Chair of the National Health & Safety Policy Committee (NHSPC) has remained inconstant and inconsistent, as has most of its employer membership. This has created a need for a resilient approach to getting things done with this committee. Despite the need to educate and promulgate interest of Health and Safety to an endless stream of new Departmental players, we have found that we're gaining momentum in the work we're doing.

We've begun a review of the various Departmental policies and are making solid progress in this regard, having successfully sent two policies for the Deputy Minister's signature, with more in the works. As part of the subcommittee assigned to the task, we have streamlined and codified the H&S policy approval process, thus eliminating any confusion and unnecessary delays when dealing with new policies. One policy we will be dealing with soon is regarding the new amendment to the Canada Labour Code, which deals with violence in the workplace. On first glance, one of the concerns I have with this amendment is that it specifically forbids the introduction of evidence which is not readily available or legally accessible.

This would include, in my reading of it, medical evidence which may provide mitigating factors to the charges. We can't close the door on legitimate defences.

The reason that the above is so vital is because I have noticed that the underlying cause of many of the grievances we deal with can be explained by mental illnesses such as depression, anxiety attacks, Tourette's syndrome and many others which may cause a person to appear threatening or cause them to perceive things in a different way. Mental Health has been raised as an issue at two of the Regional Health & Safety Conferences I've attended, so it seems to me that my perception on this isn't limited.

At the end of the day, we know that undue stress can be a precipitating factor in causing recurrences of the various mental health conditions our members may suffer from. This is one of the main reasons that we must also address the issue of stress in the workplace not only from a Health & Safety perspective, but in the other aspects of our union work also. It's all part of the basic premise that work shouldn't make you ill.

As well, I've been the co-chair of the Health & Safety Training Subcommittee of the NHSPC. There has been a steady flow of changing departmental representatives here also, which has caused us some considerable delays and frustration in getting work done. The players seem to change in mid-review of any policy or training we may be tasked with at the time. I've reviewed our terms of reference at least once a year for the benefit of the new members at the table, every time the membership has changed substantially from its last review. At this point we have a committed co-chair who has been helpful in moving things along.

At the Local President's Conference in Moncton last year I was tasked with providing more regional input to training. As a result, we have Pierre Gingras as the management co-chair and Bill Fleming as a regional member of this sub-committee. While it was hoped that the members of this committee would be at the Director General level, at least now we have some players committed to the task. Pierre is the Quebec Region's Health and Safety Director and Bill Fleming is the H&S co-ordinator for the Pacific region. Their involvement has meant that there should be no surprises when a training package is rolled out in the regions and that their input has been taken into account in its development. I'd like to thank both of these men specifically for their support on this committee.

Local Development

This instrument of change is one of the most important tasks we can undertake in the future. The rate of attrition within our ranks mirrors that of the department. It may even be higher.

In the NCA we've piloted a means of shortening the learning curve for new executives and activists and of providing continuing support to them. This involved approaching the Department and getting their agreement and support for a three day course on grievance handling, which ended with a panel of Labour Relations Officers providing further insight into the

relationship between our two communities. Almost every local in the region has benefited from this training for their new executive members and it has been quite well received. The costs have been divided among the Component, the Regional PSAC and the Department. All parties have benefited from this approach, and at the end of the day I'm seeing a vastly improved level of representation at the local level. This is fortunate, given the reduced number of Regional Vice-presidents to provide additional support to the locals in Ottawa / Gatineau. Locals have to do more as the number of RVP's decreases.

We've also provided two locals with support in their local mapping exercise, which has enabled the locals to know exactly where their members are and who can best represent them within the local. This seems like a rather simple thing to do, but keep in mind that these two locals represent one third of our membership. Not only do they have members in over 100 building locations, but we've found that many members remained assigned to these locals even after they have transferred to other regions. This exercise has helped in having these members reassigned to the locals in the regions in which they work.

Also, as a result of local mapping, we have been able to target the members in a Rand campaign. I'm really proud to see that Local 70019, which has over 1000 members, has managed to reduce its Rand count to 42. The number of Rand members they've signed exceeds their highest Rand count on record, due to the attrition I spoke of earlier, and the person assigned to this task (Donald Reed), deserves a special mention for this. Local 70013 is now in the earlier stages of this exercise.

Finally, the last leg of the tripod known as Local Development has been the sequestering of the locals in need, to forward-plan the activities that they will require to do over the coming year. All of the executive were involved in this, in order that there would be consensus on what was needed, and in order to appropriately assign responsibility for the various tasks according to both need and willingness. This has resulted in even more local activity.

We hope to roll out this methodology into other regions beginning with Ontario, but first require the various agreements we put in place in Ottawa to be accepted by the regions. We'll be speaking with the various players involved, including Regional Vice-presidents to help them tailor this to their regions. The involvement of the RVP's is critical, since they are the first line of support for our locals, as noted in our By-Laws. With their continued contact and understanding of the local issues their mentorship is crucial.

I'd like to thank our Local Development Committee's chair, Bill Walsh for his leadership and support in this area.

Branch Consultation

I've been primarily involved with a few different Branch Consultations in the last three years. Real Property has continued its long tradition of consultation with varying degrees of commitment to disclosure. ITSB (Information and Technology Services Branch) has consulted meaningfully on a broad variety

of issues and I'm currently involved in their policy review committee to ensure that the interests of this branch are taken into account as part of the Department's Policy Review. We've established a national committee for the newer CISSB (Consulting, Information and Shared Services Branch) and will no doubt try to set up the same for the new Parliamentary Precinct Directorate, which has been carved out of Real Property. These are just a few of the branches I've been involved with in consultation.

All in all I would say that the trend towards more consultation is one of the few benefits we've seen from the Public Services Modernization Act.

Service Canada

This is another change we've gone through in the past three years. An entire sector of then new Local 70068 was faced with the loss of its members to another agency. We chose not to contest the successorship rights of the two other union components involved in the merger which created Services Canada, and in the end we feel that the members will be well-served by CEIU, the Component which ended up gathering the most votes from the combined membership. Local 70068 has been resilient, having a new president in line to replace the outgoing President involved in the merger. Ray Zwicker was quite instrumental in recruiting new members of their executive and I'd like to thank him for his commitment and successes in representing this local, his home local, as a Regional Vice-president in the National Capital Area. Ray has moved on to another classification and Union since then, and is now representing CAPE (Canadian Association of Professional Employees) at a national level. Yet another change.

Political Action

We expended a good deal of effort in our battle to stop the sale of government buildings. I replaced the President for one rally in Toronto, as a guest speaker, and there were other rallies. At the end of the day we did have an effect, limited as it was. Seven buildings were still sold, and we will be marching on one of them during our convention. The one thing this campaign did highlight for us is the need for our component to remain actively engaged in the Area Councils of the PSAC.

Without our involvement it's far too easy for the regions to find other areas to focus on when they create their political action agendas. There's a lot out there to fight against, but if we stay involved, more can be changed to our benefit. On this front I'm very proud of the efforts of my fellow NVP, Dan Charron. He has created one of the most dynamic Political Action Committees in the country.

I remain an active director in the other area council in this region, and encourage all of you to take a similar interest in this aspect of unionism. Through public campaigns we can achieve large gains and protection for our members. Remember that the next time you vote, you are voting for your future employer. This is why politics relates to the most disinterested of us. Know that the PSAC has taken the model used by Dan's committee when evaluating political candidates and is rolling out something similar as a guideline when we endorse political candidates in your region.

Political action is one of the ways we can direct change.

Diversity

As the President has pointed out, our membership has changed since our founding. Not only has the predominant classification changed from CR's to AS's, but the predominant gender has changed with it. In recognition of these, there are now more women named to all of our various committees by Brother Mark, to compensate for the smaller number of female union executive. This is something that I anticipate won't be required forever, as I'm sure that our union will continue to reflect the diversity of our membership in upcoming elections.

At the same time that this change is taking place we also have to keep in mind that it's not just the employer that faces under-representation. When it comes to racialized members we still have a long way to go to be representative. Members of the LGBT community are approaching representative numbers, but there is still an active resistance in some areas to their participation. The one area of the diversity challenge that I foresee no problem in meeting is that of the disabled. As we collectively age, we are collectively becoming less and less able. As one of our activists is fond of saying, everyone will be disabled at some point in their lives. If we're fortunate, we'll all remain "temporarily able-bodied individuals, (TABI.)" We won't be that fortunate.

So in Diversity we find the same pattern of change; some is good, some is bad, some can be directed and some is indeed inevitable.

Appeals

Going back to the PSMA, this is another area of concern for us and the PSAC as a whole. We're finding that the new process for appealing competitions, while possibly shorter, is also plagued by inexperienced union representatives being faced with a process that is closer to judicial than the old tribunal system. The rules of evidence are being strictly enforced, and judicial procedures must be followed. The government is now hiring lawyers to present their cases. We are definitely at a disadvantage here.

We must be in touch with the PSAC in our regions to encourage a broader base of representatives to be trained. Request that they offer this training more often. Ottawa Local President Tom Philiben is the only GSU trainee on the new appeals system. He is becoming overworked in this area, and we definitely need more French-speaking rep's. This need for training goes right to the heart of our mandate, to provide assistance to the members regarding their jobs.

Just remember that broadly speaking, the only time an appeal may be upheld is when there was a contravention of the member's right to be tested in the language of their choice or if there was an abuse of authority (which is very difficult to prove concretely). The fact that they may be the best candidate no longer has any bearing on the results of a competition; they now must only be capable of performing the job, among other things in order to be selected. Good relationships with the employer are even more crucial now, if you hope to proceed in your career.

Collective Bargaining

In this area I've participated in the negotiations of a new Collective Agreement for our own staff. It's opened my eyes to the skill set required for this field of our work. I have a better appreciation now for our members who participate in Collective Bargaining (Rob Spencer and Phil Robinson) and the work they do in this regard.

As we head towards our next Federal Election, as well as the resumption of our own bargaining, it will be important for our component to remain involved in the process. This could be our first strike under the new rules set out by the PSMA. We must mobilize our members to support our bargaining team visibly. This support can range from work demonstrations (such as button or ribbon-wearing), to letter-writing, to walking the lines with our brothers and sisters from other departments. Being involved in your regional strike committees is important to remain up-to-date with the progress of a strike.

I must end this report by saying that these are just some of the challenges behind and before us. I've learned quite a bit from the past three years, as have you all, but I see much more to learn in the future. Thanks to our staff for sharing their wisdom, and to all who have helped me and I've forgotten to mention.

I wouldn't have been able to do half of what I've accomplished without the support of my dear spouse. Her patience and understanding have been a foundation for my activities, so I've saved my thanks to her until the last. It's important that we all recognize our supporters in our journeys, as I'm sure we all have someone like Jackie, but it's my personal opinion that she is the best. I hope you all have the same opinion of yours.

In Solidarity,

Alex Sauvé

National Vice-president, GSU

Daniel Charron

Report of the National Vice-president

August 2008

I am honoured to present you with this triennial report as National Vice-President, Government Services Union. This term of office was action-packed and challenging. One of the things that motivate me the most is the National Council's dedication to advance our union. I appreciate and express special thanks to the National Council for the many votes of support for my work. The debates held during the National Council meetings are constructive and very respectful. It was necessary to make several decisions which moved the GSU forward. You will note this when you read other national and regional officers' reports.



This report includes a summary of my activities as NVP, and other activities as a PSAC officer.

I held the position of national president on an interim basis from September 21 to October 5, 2007. As such, I asked Sisters Wilma Findlay and Martine Mongeon to advise me on the selection process for the GSU delegates to the PSAC National Women's Conference.

I also attended meetings, or met with representatives of every GSU Local in the National Capital Region. I also attended the inaugural meeting of the new Local 70015. I congratulate Sister Donna Lackie for her leadership in forming this new Local. I had the honour of administering the oath of office to the newly elected officers.

GSU National Office

A new collective agreement was reached and ratified with the GSU staff. As chairperson of the collective bargaining committee representing GSU, it was an honour for me to negotiate improvements which will enable us to better manage the national office and improve our staff's working conditions. Brother Alex Sauvé also took part in this negotiation.

I also had the right to represent GSU in a grievance filed by a GSU employee.

Consultation at PWGSC

I sit on the following Departmental committees:

National Union-Management Consultation and the sub-committee on an Informal Conflict Management system

At the next NUMC meeting, the sub-committee intends to present a training program on ICMS it would like to offer in the regions. The training documents will be reviewed. The sub-committee will meet three times per year. The GSU goal is to implement a training program on ICMS, which goes beyond legal obligations. The Department agrees things should be pursued in that direction. An exploration session was held in the fall of 2007. I also worked at developing a course to help people who are having difficult conversation. A pilot project was tested in September 2007.

Accounting, Banking and Compensation Directorate (ABCD) Consultation Committee

National Health and Safety Policy Committee

Real Property Management Consultation Committee

National Capital Region Regional Seminar

Quebec Region Regional Seminar

Pacific Region Regional Seminar

GSU Internal Committees

I sit on the following GSU committees:

Ex-officio member of the Equal Opportunities Committee (on equity matters)

As ex-officio member of the Equal Opportunities Committee, I represented GSU and PSAC at the International Human Rights Conference for lesbians, gays, bisexual, and transgender, held in Montreal in August 2006 during the 1st World Outgames.

Chairperson of the communications committee

The GSU communications plan was adopted at the National Council conference call, on March 29, 2007

Chairperson of an investigation committee on complaints of irregularities committed by members. Three reports were produced following separate investigations.

Representation at PSAC

Founding president of the Conseil regional d'action politique de l'Outaouais (CRAPO)

Member of the National Capital Regional Council executive

Elected alternate regional executive vice-president - NCR

Delegate to the PSAC Pride Conference in Vancouver, in March 2007

PSAC Regional Convention – British Columbia

PSAC Regional Convention – National Capital Region

Training at PSAC

Advanced leadership training, phase 1

Advanced leadership training, phase II

Anti-racism training

PSAC-NCR facilitator's regional seminar

Collective Bargaining at the Royal Canadian Mint

A new collective agreement was ratified. There were 5 days of preparatory sessions by the union team, and 11 days of collective bargaining sessions. The 3 year agreement provides for a 3% annual increase; an increase in the shift premiums; seniority for determinate appointments; a solution to the classification issue; improvement in the recall rights; and a lump sum payment of \$500. The members of the team were: Mitch Silvestre and Stan Mackenzie, from the Winnipeg Mint, and Claude Morel and Daniel Charron, from the Ottawa Mint. The PSAC negotiator was David Sauvé.

General comments

The new Website was launched on the first day of summer in 2007 and received many positive comments. Consult it often; the updates will provide you with information on the latest issues concerning our union. Also, Locals are invited to use their own web page within the site. Visit it at www.gsu-ssg.ca.

We have a new communications plan. The integration of the communications principles adopted by GSU at its March 29, 2007, conference call is ongoing. I encourage the GSU representatives to take advantage of it. Please refer to the website under the heading Communications committee.

I remain available and attentive to all members. You may contact me by telephone or email if you have any issues or need support.

I sincerely appreciate the work of the GSU officers and staff. The cooperation I received has exceeded my expectations.

In closing, I will ask again for your support at Convention in Calgary. I am submitting my nomination again for the position of National Vice-President. The many challenges the new National Council will face will be interesting. I can help you with some continuity. Thank you in advance for your consideration. I look forward to see you in Calgary.

Respectfully submitted,

Daniel Charron

National Vice-President

Wilma Findlay

Report of the National Equity Officer

Introduction:

I think it will be more fitting to share with you, the 2008 GSU Triennial delegates, an accountability of my activities around my elected duties and responsibilities over the last three years period by dividing my Triennial Report into a Part A and a Part B. The first part I have submitted to the Component office so as to conform to the GSU President's Convention deadline date when elected officers' reports ought to be sent to the component's office. The second part is a gift, a memento to you, of my National Council reports for each yearly report I've submitted to National Council detailing my activities in relation to my elected accountability, during that year's period. This Part B I've taken personal responsibility and cost to get to you. These reports have been already provisioned in both official languages, French and English and were distributed to National Council members prior to each called session over the period 2005 to 2008. I want You the delegates to also have them.



I understand the stated rationale behind this submission date. For me, however, my volume of Union involvements with an equity portfolio that spans the PSAC, the Employer and through that a PWGSC engaging element, my volunteered time becomes constantly demanding and consuming. So much so that I'm always struggling to balance timelines and your right for full accountability to my elected office.

For this triennial reporting I have therefore tried to bring a balanced fairness and different approach to my reporting to the delegates of Triennial 2008. I will, in both print and electronic format, send these translated reports to you in a complete package. This I'll do in time for our September Convention.

Another reason behind my decision to do my reporting in this Part A and Part B format is this - I will not be submitting my name to the 2008 GSU Triennial Convention as a candidate for the elected office of GSU National Equity Officer. To the next incumbent, and any aspirant, it's my body of work gift to you. This might enable you to get a sense of what works are involved in the office of GSU National Equity Officer.

I thank you, the members of GSU, so deeply for your faith and trust in me on that business piece. I've served PSAC members through three components SECO, Supply and Services Union (SSU) and Government Services Union (GSU) for almost sixteen years. With GSU it has been two consecutive years three year terms of being acclaimed to the position.

The Elected Officers' Accountability Process

As per GSU By-law 7, each GSU National Officer is required to present a report to the Component's Triennial Convention accounting to how they have fulfilled the duties and responsibilities for which You, the delegates, grant them the privilege of electing them to that office. Each officer is assigned duties, pertaining to their role. Some GSU National Council members are national officers; some regional vice-presidents and others are alternates who are substitutes for absent or retired elected Council members.

The role of National Equity Officer has no elected alternate.

The roles and responsibilities of the GSU National Equity Officer are contained in GSU By-law 7 Section 3. The main duties are essentially to chair the GSU Equal Opportunities Committee, to sit on the PSAC National Equal Opportunities Committee as the GSU representative. For that last duty, an assigned GSU EOC Committee member volunteered to as Nat'l EOC alternate for the PSAC Nat'l EOC requires each Component to identify such.

Overarching the previously stated roles and responsibilities, our GSU by-laws adds the "rider" that each Council member's portfolio has 'other duties' which are assigned by the GSU President. The office of National Equity Officer also assumes other duties role(s).

In my National Council report of May 2005, leading up to the GSU September 2005 Triennial Convention in Quebec City I expressed my solidarity to officers feelings this way: Quote "We all have had our fill of equity conferences, regional conventions and workplace retrofits....Despite the pace, the work is fulfilling, for it invigorates." I still feel that way.

At my Quebec City report I likened the GSU leap of integrating the principles of equal opportunities for all its members into its organizational structure as a bold leap into the league of Components. I linked that leap to respect for equity as an integral Union business element being institutionalized.

Three years have rolled by and here we are again at GSU Triennial Convention 2008. Here am I again accounting to You for the roles and responsibilities you entrusted to me through acclamation again in 2005 to the position of GSU National Equity Officer. To detail my three-year union accountabilities in a "maximum five page document" is a feat. One I find very hard to do.

Now I'll share several factors within my decision to do my reporting differently. One, I'm not a short 'scripted' writer. Not where accountability for one's elected office is an entrusted obligation to elected officers by their electorate. Next point – I've personally made the decision to step out of the office of GSU Nat'l Equity Officer. But, I've also personally committed to offering my leadership skills to other GSU officer positions. I have other union interests I'll like to pursue. This I'll continue to do for as long as my union membership exists. Overarching all of that I have deep feelings and much knowledge about restructuring the principles of Unionism and retooling of members to work with these union principles to reposition the Movement in a 21st Century

age. And to you the GSU Convention Delegates I give my pledge to remaining in a GSU leadership role, for as long as you the Convention delegates allow me when I ask that of you.

In the words of Nelson Mandela in his 90th birthday address – It's time for someone else to take over. In the worded political principles of Norman Jonathan Findlay, Politician and My Father – “After two terms it's time for a “time out” lest you become complacent” – I always obey my father. While I will still consider elected service to GSU, it will not be in the position of National Equity Officer. I know I have and will offer other leadership “competencies and abilities” to you.

Here now is my abridged summary my accountabilities to you for your perusal as you decide on the “who will be” for the next GSU National Council. What I say now is this – Thanks for your faith, belief, and trust in my leadership capabilities and abilities. It truly was an enriching experience for me to serve you as an Equity Officer over such a long period.

Summary:

1. Integrating the Equity Officer Position into GSU component structure:
 - a) The Royal Canadian Mint is now an entity/member on the GSU EOC Structure.
 - b) There are resolutions before convention from GSU EOC. One such resolution that called for more accountability from the Committee's members was voted “non-concurrence” by the Nat'l Council. I especially draw your attention to this resolution and appeal to your sense of the merit contained in that resolution; and act accordingly to change the Council's decision.
2. Represent GSU on the PSAC National Equal Opportunities Committee (EOC)
 - a) I have attended every session of the PSAC Nat'l EOC. Participated the Nat'l conference of one equity group, Persons With Disabilities as a delegate. Relinquished my opportunity to attend the Women's Conference and the first PSAC Racially Visible Conference to allow opportunity for other GSU equity members to attend as delegates. Give opportunity to another GSU EOC committee member to participate, as a delegate at the GLBT Vancouver conference.
3. Represent GSU on PWGSC's Joint Employment Equity Committee (JCEE).
 - a) This is a very daunting task. The turnover of Branch committee representatives is constant. The attendance of Bargaining Agents representatives who attend is pathetic: either from their lack of subject-matter knowledge or lack of Bargaining Agents interest. Even PWGSC's Human Resources Branch EE Directorate and Labour Relations units have experience much staff turnover and retirement.

4. Chair the GSU Equal Opportunities Committee and develop the GSU EOC structure, in consultation with the Nat'l President and support of the National Council and GSU members who identify as belonging to one or more of the five PSAC defined equity groups.
5. Attend and participate in National Council Meetings
 - a) I have not missed any sessions held in between last convention and now.
 - b) GSU/EOC lost its alternate Nat'l PSAC EOC representative, Victor Austin for he retired from the federal workforce.

In solidarity

Wilma Findlay

GSU National Equity Officer

Convention Committees

By-Laws Resolutions Committee

Ford, Randy – Co-chairperson
McCormick, Elizabeth – Co-chairperson
Alarie, Pierre
Cameron, Bob
Chartrand, Roger
Dennis, Bill
Jacobs, Sheldon
Jedrasik, John
Little, Michelle
Power, Diane
Robinson, Phil

Finance Resolutions Committee

Sauvé, Alex – Co-chairperson
Harrisson, Sylvie – Co-chairperson
Carter, Russel
Cunning, David
Laberge, Pierre
Mongeon, Martine
Philliben, Tom
Pleming, Bill
Robidoux, Marc
Rousseau, Nicole
Sylvestre, Mitch
Walsh, Bill
Walton, Lori

General Resolutions Committee

Charron, Daniel – Co-chairperson
Findlay, Wilma – Co-chairperson
Boileau, Bob
Harding, Linda
Hill, Lynn
Janis, Ed
Lackie, Donna
Melanchuk, Tom
Sauvé, Bob
Sirois, Jacques
Stein, Reni
Thomson, Dave

Nominations Committee

Gordon, John (Chair of the Elections)
Bailey, Dana
Desjardins, Lyne
Lambert, Suzanne
Credentials Committee
Basset, Kevin
Doucet, Shanny
Mercier, Monica

Harassment Compliant Coordinators

Fortin, Jean-Paul
Robichaud, Bonnie

Budget 2009 to 2011

		Year 2009	Year 2010	Year 2011	Total 3 Year Budget
1	National Council Meetings	79,000	79,000	79,000	237,000
2	National Representational Expense	98,800	98,800	98,800	296,400
3	Regional Representational Expense	98,000	98,000	98,000	294,000
4	Collective Bargaining	10,000	10,000	10,000	30,000
5	Convention 2011	141,833	141,833	141,833	425,500
6	CLC, PSAC, Fed Conventions	9,200	9,200	9,200	27,600
7	Education, Conferences, Seminars	10,667	10,667	10,667	32,000
8	Local Presidents' Council	67,467	67,467	67,467	202,400
9	Local AGM Subsidies	1,700	1,700	1,700	5,100
10	Area Council donations	3,200	3,200	3,200	9,600
11	Bursaries	3,000	3,000	3,000	9,000
12	President's salary	107,500	107,500	107,500	322,500
13	President's Benefits	37,467	37,467	37,467	112,400
14	Employee Salaries	645,400	645,400	645,400	1,936,200
15	Employee Benefits	231,800	231,800	231,800	695,400
16	Severance Pay	11,500	11,500	11,500	34,500
17	Rent	88,500	88,500	88,500	265,500
18	Professional Fees	6,000	6,000	6,000	18,000
19	Insurance	2,700	2,700	2,700	8,100
20	Office Equip. Leases & Furniture	16,700	16,700	16,700	50,100
21	Postage & Express	6,000	6,000	6,000	18,000
22	Publications	5,000	5,000	5,000	15,000
23	Supplies, Printing & Stationary	10,000	10,000	10,000	30,000
24	Telephone & Fax	7,300	7,300	7,300	21,900
25	Translation	15,000	15,000	15,000	45,000
26	Miscellaneous Expenses	4,000	4,000	4,000	12,000
	Total	1,717,733	1,717,733	1,717,733	5,153,200
	Proposed Interest Earned	30,000	30,000	30,000	90,000
	TOTAL FUNDING REQUIRED	1,687,733	1,687,733	1,687,733	5,063,200
	PROPOSED DUES REVENUE (Based on 5,718 members)	1,687,733	1,687,733	1,687,733	5,063,200
	Percentage Dues	0.5605%	0.5605%	0.5605%	0.5605%

Regulation 13 – GSU Elected Officer Accountability Accord

“New GSU Regulation - Accountability Accord”

The following Accountability Accord will be read at every Local, regional and national GSU meeting, or convention where members stand for election to union office. The officer conducting the elections will, prior to the election of officers, stand and read it aloud to the meeting to ensure that all are aware of the responsibilities of Union Office.

GSU Elected Officer Accountability Accord

As an elected officer, I am a volunteer. When I accept the responsibility of elected union office, I also accept that I am accountable to carry out the duties of that office.

Upon taking the oath of office, I will:

- fulfil the duties assigned to me by GSU By-laws, the National Council, the National President, and other authorized bodies
- promote and implement GSU principles in my work as a union officer, especially the GSU Communications Strategy
- obtain the training and education appropriate to my elected office
- acquire knowledge of the issues important to the members in my jurisdiction
- act in a respectful and courteous manner as a representative of this union
- take ownership of the decisions I make in my elected position

I accept that I may be challenged to justify and explain my judgements and actions when appropriately called to do so.”

GSU Regulation 9, as amended by Recommendation #4 of the By-laws Committee

Regulation 9 – Discipline Procedures

General

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

Part 1 – General Procedures

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

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
 1. In the case of discipline resulting from a strike, allegations must be filed within one year of the end of the strike.
 2. In the case of discipline relating to any other kind of misconduct, allegations must be filed within 30 calendar days of the incident.
- 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.
 1. Part I 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. Part 1 of the report cannot be amended and is subject to a simple majority vote to receive it.

2. Part II 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. Part II of the report may be amended and is subject to a two-thirds majority vote.
- h) **Appropriate Receiving Body** - Allegations of misconduct should be submitted to the appropriate receiving body.
1. At the Local Level, the appropriate receiving body is the Local President.
 2. 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.
 3. At the national level the appropriate receiving body is the National President.
 4. Allegations against the National President shall be submitted to the National Vice-president delegated to act for the President in accordance with Part 1 of GSU Regulation 10.

The receiving body in each case will ensure that the complaints meet the criteria stated in Part 1, paragraphs a) b) and c) of this regulation have been met before submitting the complaint to the investigation committee.

Part 2 - Local Procedure

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

- a) The Local shall establish an internal or external impartial review committee consisting of three (3) people to investigate and assess the charges, including the receipt of oral and written evidence.
- b) The Committee shall present a report to the Local Executive in the format described in Part 1 c) and if disciplinary action is recommended, it shall be subject to approval by a two-thirds majority of members in attendance at a general meeting of the Local except only that the member(s) initiating disciplinary action against another member(s), and the accused member(s) shall be denied voice and vote during the decision-making process.
- c) The disciplined member or members may appeal the decision of the Local to the GSU National Council.
- d) The results of all complaints and investigations shall be submitted to the National President by the Local Executive, who, in the case of a recommendation for suspension of membership, shall refer the recommendation to the PSAC National Board of Directors.

Part 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 Part 1 and Part 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 Part 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 Part 1 c).

- 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) 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.

Part 4 – Standing Discipline Investigation Committee

- a) The GSU Standing Discipline Investigation Committee shall consist of five (5) GSU National, Regional or Local Officers appointed by the National Council, in accordance with GSU By-law 6, section 8. Any three (3) members of the committee shall investigate any particular complaint.
- b) The committee shall develop appropriate methods for its investigations which will include the following points:
 - 1. 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.
 - 2. The committee shall ensure that the accused member has been provided with a written copy of the allegations.
 - 3. The accused member and the complaining members will be given opportunity to identify relevant witnesses for the committee to interview.
 - 4. The committee will ensure that all witnesses, the complainant, and the accused member are aware of the mandate of the committee.
- c) The committee will receive specific training from GSU. 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 Part 1 c) 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.

Part 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.

- a) An appeal against discipline, up to and including removal from office, at the Local level shall be submitted to the National President. The National President shall forward the appeal to the GSU Standing Discipline Investigation Committee.
- b) An appeal against discipline, up to and including removal from office, at the National level shall be submitted to the National President. The National President shall forward the appeal to a three-person tribunal.