

## UNION RECOGNITION

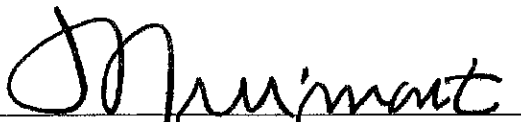
*"Public Works and Government Services Canada (PWGSC) and Government Services Union (GSU) have a common interest in providing for the needs of PWGSC employees and GSU members. GSU and PWGSC mutually recognize, respect and value the contribution of GSU elected officers in pursuit of organizational effectiveness and fairness. We are partners in achieving these goals."*

This document recognizes the significant contribution of PWGSC employees through their involvement in union activities and confirms management's support of both union membership and participation throughout the Department. Every employee is free to join and participate in their union without prejudice to their career in PWGSC.

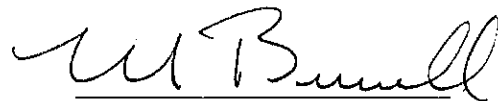
Effective labour-management relations represent a cornerstone of good human resource management. Collaborative efforts by union representatives and management, through communication and sustained dialogue, improve the ability of the public service to serve and protect the public interest.

The role that the GSU union representatives play in improving our workplace is deserving of respect, and this view is shared by the management team within PWGSC. More than ever, managers throughout the public service recognize that a healthy labour-management relationship is crucial to our overall success. We can accomplish a great deal when union representatives and managers work towards common goals and interests. Joint improvements would not be possible without strong union representation.

Strong union presence and participation is good for the organization and is deemed beneficial to both GSU representatives and management. The conduct of such work develops career-enhancing skills such as communication, problem-solving, leadership and negotiation which are of value to the organization.



François Guilmont  
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General for Canada  
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