

**MINUTES OF THE 2019 ANNUAL MEETING OF THE JOINT EXECUTIVE COUNCIL OF  
GRAIN AND GENERAL SERVICES UNION (ILWU • Canada) held at the Delta Regina in  
Regina, SK on September 26, 2019**

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**COUNCIL OFFICERS**

**Jim Brown** – GSU president  
**Michelle Houlden** – GSU vice president  
**Brett North** – GSU vice president  
**David Barrett** – Local 1 (Viterra Operations/Maintenance)  
**Travis Brewer** – Local 1 (Viterra Operations/Maintenance)  
**Gaylyn Kennedy** – Local 1 (Viterra Operations/Maintenance)  
**Sheila Tran** – Local 2 (Viterra Head Office)  
**Alex MacKay** – Local 4 (Grain Millers)  
**Heather Mackay** – Local 7 (Heartland)  
**Dion Elliott** – Local 8 (Advance Employees Association)  
**Doug Murray** – Local 8 (Advance Employees Association)  
**Justin Shauf** – Local (Local 14 – Richardson)  
**Mark Zacharias** – Local 14 (Richardson)  
**Curtis Cousins** – Local 15 (Nutrien)  
**Brian Cowan** – Local 15 (Nutrien) [absent, with regrets]

**GSU ADMINISTRATION**

**Hugh Wagner** - General Secretary  
**Lynn Woods** – Assistant General Secretary  
**Dale Markling** - Staff Rep  
**Steve Torgerson** - Staff Rep  
**Donna Driediger** – Staff Rep  
**Debbie Head** – Accounting Officer

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*These minutes reflect the disposition of the Convention. It should be noted that each agenda item and matters which arose, were thoroughly discussed and often vigorously debated. In the interest of brevity, however, in most instances the final result is the only aspect recorded.*

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## CALL TO ORDER

The meeting was called to order at 9:30 by GSU president Jim Brown. Introductions followed.

GSU general secretary Hugh Wagner welcomed everyone to the meeting and briefly reviewed the contents of the meeting kits. He informed Council that GSU's newest employee, Debbie Head, would join the meeting at some point to meet everyone and get a feel for how the union operates. Wagner outlined Head's hours of work and added she had already been making some changes to streamline the bookkeeping operations.

## AGENDA

MOVED by B. North, seconded by A. MacKay that the proposed agenda be adopted with the power to add. Carried.

## MINUTES OF THE LAST MEETING

The minutes of the May 15, 2019 Annual Meeting of the Council were read by Wagner. Council members were encouraged to ask questions when they arose as the minutes were being read.

MOVED by B. North, seconded by D. Barrett that the minutes be adopted as corrected and amended. Carried.

## BUSINESS ARISING FROM THE MINUTES

Business arising was addressed as follows:

- Taxable Allowances were being reviewed by Wagner and Head, and the information would be reviewed with IUSU
- a draft Conflict of Interest Policy will be reviewed under agenda item 5.
- \$5,000 repayment to Local 2 will take place before the end of the year
- the search for a new director on the Defense Fund Board of Directors
- streamlining of accounting control procedures
- receipt of required information on employer's dues reports was ongoing as staff worked to have employers understand and comply with our requirements.

## ADMINISTRATION REPORT

### Donations

Wagner informed the Council that the only donation made since the May 15, 2019 JEC meeting was a \$5,000 donation to the Wounded Warriors Camp Independence Weekend approved by the Executive Committee on May 30, 2019.

### Part-time Accounting Assistant position

Wagner reported that on Aug. 1, 2019 the Executive Committee approved advertising for a part-time Accounting Assistant position with working hours of 21 hours per week with a salary range of \$2,732/month to \$3,721/month. Wagner said the job was advertised in the *Tuesday Members' Memo* and on the GSU website, and Debbie Head was selected.

Wagner advised the Council that Debbie Head was hired effective Sept. 4, 2019 at Step 4 of the pay range (\$3,433/month) and that she would start vacation accrual at four weeks per year.

### Office Maintenance

Wagner reported that he had approved painting the exterior of the Regina office at a cost of \$6,660. The work was completed on August 28, 2019.

Wagner advised the Council that further repairs and renovations were needed to address water leakage and damage in the back porch of the Regina office, as well as removal and replacement of sinks and cabinetry in the basement and third floor. Home renovation firms aren't willing to take on smaller jobs like these, so finding a contractor isn't simple. He presented a written quote from Hardcor Construction (copy attached), which estimated the job at a cost of \$27,350 barring any surprises. Hardcor advised that once they begin to inspect, they were required to repair to code and Wagner cautioned that an estimate was just that because as problems were inspected it was likely the cost would increase. Repair is inevitable and waiting only allows further deterioration. We must also be mindful that GSU is responsible for a tenant and building maintenance is also a health and safety issue.

MOVED M. Houlden, seconded by J. Shauf that we proceed with the repairs and renovations to the GSU Regina office as set out in the Hardcor estimate. Carried.

Legal Expenses

Wagner reported that legal expenses to date were:

- B. Kenny - J. Varga Arbitration – Local 8 (charged to 2018) \$ 7,882.93
  - R. Nordal – Scott termination \$ 931.65
  - R. Nordal – Review of Harassment Complaint Report – Local 8 \$ 492.45
  - R. Nordal – Nutrien Successor application \$ 3,047.67
- \$12,354.70

SFL Convention

Wagner reported that 18 GSU delegates were slated to attend the 2019 SFL Convention in Saskatoon.

MOVED G. Kennedy, seconded by H. Mackay that the report of the General Secretary on administrative matters and the business arising from the minutes be adopted.

Carried.

**CONFLICT OF INTEREST POLICY**

The draft GSU Conflict of Interest Policy was presented and reviewed (copy attached). General Secretary Wagner advised that the proposed policy fulfilled a commitment made at the May 15, 2019 Council Meeting.

MOVED G. Kennedy, seconded by Curtis Cousins that the draft GSU Conflict of Interest Policy be adopted and effective immediately.

Carried.

**GENERAL SECRETARY'S AUTUMN 2019 REPORT**

Wagner presented his Autumn 2019 report to the members. The report included the annual resolution to continue the GSU Defense Fund Dues for another year (copy attached).

MOVED by J. Shauf, seconded by C. Cousins that the Autumn 2019 Report of the General Secretary be approved.

Carried.

*Lifestyle Break – 10:45 p.m.*

Wagner introduced Debbie Head as she joined the meeting.

## **FINANCIAL UPDATE**

Council members were asked to complete their expense forms and include original receipts for expenses.

Wagner distributed the financial reports (copy attached). Before beginning his thorough and detailed report presentation, Wagner invited Head to comment as she deemed appropriate and Council members to ask questions as they arose.

MOVED by D. Murray, seconded by G. Kennedy that the statement of financial position as at Aug. 31, 2019 be adopted as presented. Carried.

## **SUCCESSION PLANNING / TRANSITION**

Wagner advised the Council that after the May 15 meeting and following discussions with the GSU staff, he had reconsidered his announced intention not to run for another term as General Secretary. He asked for the Council's continued support and said that in spite of his reconsideration, it would still be necessary to devote time and resources to developing a succession plan that included the process for electing/selecting a new General Secretary.

Lengthy discussion and consideration ensued regarding Wagner's successor including the expected and required experience; education, training and combinations of the two; and succession-building and nomination processes.

### Nomination process

According to Wagner, any candidate to become the next general secretary would need to be vetted, approved and nominated by the JEC, giving that person(s) an earmark of success and approval rather than coming out of right-field. While the candidates are ultimately for GSU members and convention delegates to consider, it is important to remember that delegates who are involved in the union as members are not directly immersed in the business of running the organization and they will have a different focus than that of an experienced GSU officer.

Council considered requirements of the General Secretary position and a succession-building process that aimed to educate and develop a stable group of people. It was agreed the process needed to begin in early 2020.

Wagner recommended that succession plan and a leadership training program outlines be prepared for presentation at convention. Council discussed nominating a committee to prepare the outline and, at Wagner's recommendation, it was agreed that he, the Executive Committee, and the staff would prepare an outline and start the process for moving forward.

MOVED D. Barrett, seconded by J. Shauf, that we continue Defense Fund dues for another year and that the resolution in the draft General Secretary's Autumn 2019 report be approved for submission to the members. Carried.

*LUNCH BREAK ~ 12:15 p.m. to 1:10 p.m.*

Wagner summarized earlier discussions on leadership training and stated the executive and staff would need to put things together for a program. He added getting Council members more involved in learning and training would be money and time well invested.

## **CONSTITUTION**

Wagner reminded council that GSU's Constitution grants them the ability to make interim decisions and adjust to changes in circumstances, subject to the review by convention delegates.

GSU's Constitution was reviewed and housekeeping amendments were identified and highlighted.

MOVED A. MacKay, seconded by C. Cousins that subject to approval by delegates to the 2020 biennial GSU policy convention that Appendix A of the Constitution of Grain and General Services Union be provisionally amended:

- to include Sub-Local 1.7 comprising members of GSU working in Belle Plaine,
- that the reference to Sub-Local 1.9 be amended by adding the words, "and district",
- that Appendix D – Sub-Local Structure of Local 15 and the referenced 8.11 be amended by changing the name of the employer to Nutrien Ag Solutions Ltd. and by updating the Sub-Locals to include new operations and delete closed operations
- Sub-Local 15.2 be amended by adding Ag R&D
- that the subsections be updated to include new operations and delete closed operations:

Carried.

## DIRECTOR ELECTION – GSU DEFENSE FUND

Council was reminded there was a vacancy on the Board of Directors of the GSU Defense Fund. The vacancy had been advertised and GSU member Darryl Knelsen from Local 1 - Fairlight, had expressed an interest in serving on the Board.

Knelsen's written expression of interest was circulated and Council discussed the matter.

It was Wagner's recommendation that Darryl Knelsen be appointed to the Board for the balance of the term expiring at the 2020 policy convention.

MOVED M. Houlden, seconded by G. Kennedy that Darryl Knelsen be appointed to the Board of Directors of the GSU Defense Fund to fill the balance of the term of the vacant position which expires at the 2020 policy convention. Carried.

## 2020 CONVENTION PLANNING

Wagner thanked GSU staff member Donna Driediger for her work in booking convention facilities and her preliminary work on entertainment for the convention.

Driediger reported on her facility tour and several possible entertainment options before she led discussion on what Council members would like to see at convention.

The discussion included:

- interest in a new member orientation
- first-time delegate special prize
- casino night
- a way to mix-up table seating so new-to-convention delegates weren't left to awkwardly choose where to sit
- the importance of education and the consideration of a "three-minute max" format were presented by Council member M. Houlden.

Driediger asked for guidance and a budget. Council discussed their options.

MOVED D. Elliott, seconded by C. Cousins that \$5,000 be allotted toward prizes for GSU convention. Carried.

## ADJOURNMENT

A motion to adjourn was made by Michelle Houlden at 3:30 p.m.

The meeting adjourned.

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President

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General Secretary