



HELD VIA ZOOM AND IN PERSON
GSU 14TH BIENNIAL POLICY CONVENTION
DOUBLETREE BY HILTON HOTEL & CONFERENCE CENTRE
REGINA, SK
MARCH 18-19, 2021

The Joint Executive Council shall convene a Policy Convention of union delegates once every two years commencing in 1994.

The Policy Convention shall be the co-ordinating and governing representative body of GSU, its decisions shall be by majority vote.

~ GSU Constitution



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Grain & General Services Union.

Employer tested, member trusted since 1936.

Welcome to the 2021 GSU Biennial Convention.

To become a GSU member you first must accept employment with a unionized employer. Perhaps you did your research and applied to work with your employer because they offer “good jobs” with good pay cheques, good benefits, and a structure that offers advancement and recognition of your specific skill set.

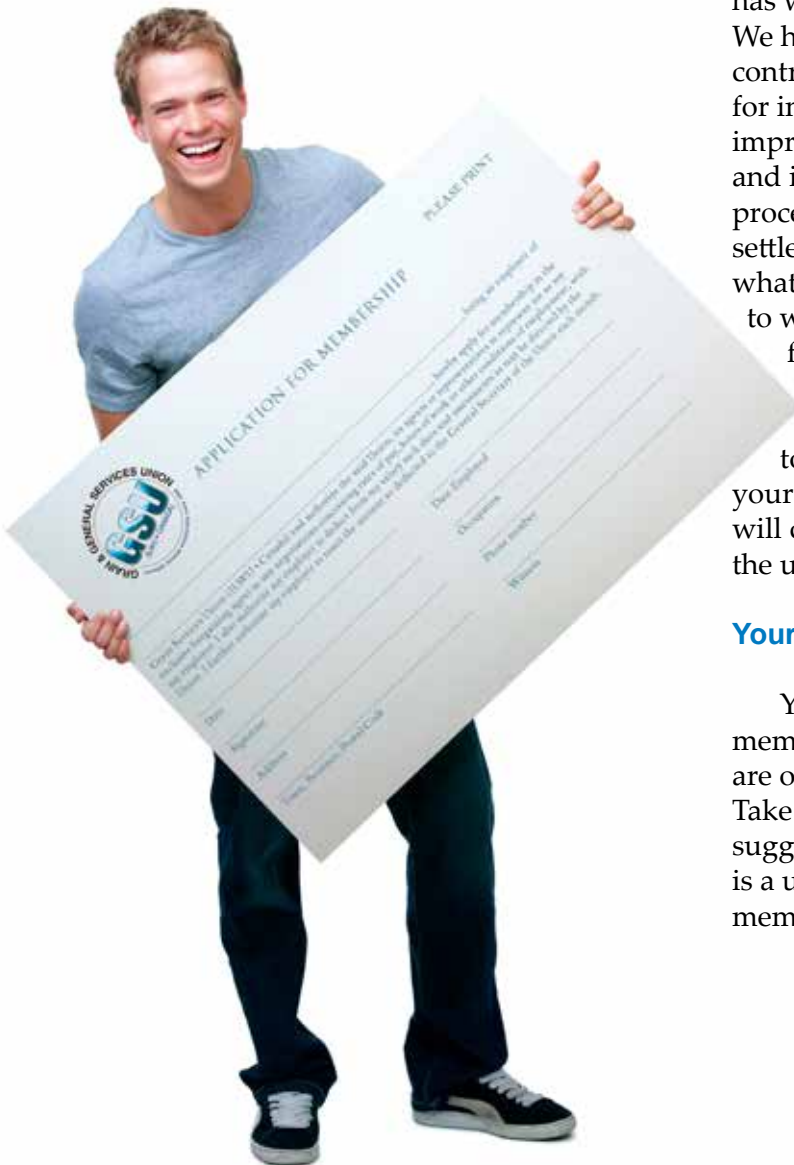
It’s no coincidence that your “good job” is in fact a good job to have. The terms and conditions of your employment have been bargained by GSU.

Since 1936, Grain and General Services Union has worked hard to represent its members. We have bargained hundreds of workplace contracts and agreements, fought successfully for improved health and safety in the workplace, improved benefit plans, protected pension plans, and implemented grievance and arbitration procedures which have allowed disputes to be settled fairly and consistently. We are proud of what we have accomplished and we will continue to work hard to improve workplace conditions for our members.

Over the next two days you will contribute to the work of the union and ensuring that your good job remains a good job to have. You will debate policies, do this, and set the path for the union over the next two years.

Your opinion is important.

You are here to represent fellow union members. If you are thinking something, chances are other union members are thinking it, too. Take this opportunity to share your thoughts and suggestions. Your participation ensures that GSU is a union that truly represents the wishes of its members.



Welcome to Convention

Greetings from the president and general secretary

Greetings GSU delegates,

GSU's 2021 convention is the union's 14th biennial convention and we are proud to welcome each of you to a gathering devoted to continuing effective representation for the people who are the union.

At the outset we acknowledge that we are holding this convention on Treaty 2, Treaty 4 and Treaty 6 land of the First Nations and the homeland of the Metis Nation.

Some of you will have attended and participated in a GSU convention before and for others this will be a new experience. Whether you are a veteran delegate or a first-timer we encourage each and every delegate to participate to the fullest.

One thing that is new for all of us is holding a convention amidst the continuing COVID-19 pandemic. As a result of public health measures some of you are attending in person while others are participating remotely. Regardless of the camp you fall in, we hope to ensure that the 2021 convention experience is engaging, informative and worthwhile.

This convention is about the business of your union. It marks an opportunity to set policy, adjust course, replenish and rebuild. Our aim is to chart a path forward that not only preserves what we have, but also leads us to a bigger and better future.

After a year of pandemic survival the positives and negatives of Canadian society as well as the international order have been revealed. Along with the revelations it has become clear that in order to move forward, working people continue to need an organized presence in economic and public policy debates.

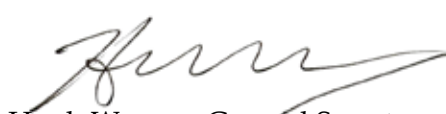
It is our sincere belief that the best way for working people to advance their agenda is through strong labour unions. We encourage all of you to commit to continuing GSU as a part of the mission to democratize economic and social relations in service of a better tomorrow for all those who come after us.

Again, a warm welcome to each of you. Let's turn this admittedly new and somewhat odd combination of in-person and virtual interaction into very real steps towards change.

Kind regards,



Jim Brown, President



Hugh Wagner, General Secretary

Convention Agenda

Grain and General Services Union (ILWU • Canada)

DAY 1 – Thursday, March 18

- 9:30 a.m. Call to order and introductions
- 9:45 a.m. President's opening remarks and greetings
- 9:55 a.m. Agenda review and adoption
- 10:00 a.m. Convention orientation and review of convention workbook
- 10:15 a.m. 2018 policy convention minutes
October 8, 2020 JEC Minutes
- 10:30 a.m. Business arising from the minutes
- 11:00 a.m.
 - 2020 audited financial statements
 - General Secretary's report on union finances and administration
 - Presentation of the 2021 GSU operating budget estimate
 - Bylaw and constitutional amendments
 - Draft annual report to the members of GSU
- 12:00 p.m. Lunch break
- 2:00 p.m. Resume discussion of financial statements, 2021 budget, bylaw and constitutional amendments and draft annual report
- 3:00 p.m. Resolutions
- 4:00 p.m. Nominations for office
 - Nominations for President
 - Nominations for Vice Presidents
 - Nominations for General Secretary
 - Nominations for GSU Defense Fund Directors
 - Candidate remarks
- 4:30 p.m. Greeting, other business and adjournment.

DAY 2 – Friday, March 19

- | | |
|------------|--|
| 9:30 a.m. | Call to order, greetings and announcements |
| 9:35 a.m. | Final review and adoption <ul style="list-style-type: none">• 2020 audited financial statements• 2021 operating budget estimate• Bylaw and constitutional amendments |
| 10:35 a.m. | Resolutions |
| 11:30 a.m. | Final Review and Adoption <ul style="list-style-type: none">• 2021 annual report to members |
| 12:00 a.m. | Lunch break |
| 1:00 p.m. | Reconvene and announcements |
| 2:00 p.m. | Resolutions |
| 3:00 p.m. | Elections |
| 3:30 p.m. | Resolutions |
| 3:45 p.m. | Election results |
| 4:00 p.m. | Oath of office |
| 4:05 p.m. | Announcements and adjournment of the convention. |

Joint Executive Council

Grain and General Services Union (ILWU • Canada)

The Joint Executive Council (JEC) of Grain and General Services Union is the governing body of the union which formulates policy and oversees the business of the GSU between Policy Conventions.

The JEC comprises the representatives elected by the Locals. Each Local shall be entitled to at least one representative on the JEC except in the case of Locals 13, 16, 17, 18 and 19 whose delegates shall meet in caucus at Policy Conventions to elect one representative and an alternate. The Policy Convention elects the GSU president and two GSU Vice-Presidents to serve as elected members of the Joint Executive Council.

The Council's Annual Report to GSU members is issued each spring.

GSU President – 1: Jim Brown

GSU Vice Presidents – 2: Michelle Houlden, Brett North

Local 1 (Viterra Ops/Maintenance) – 4 representatives: David Barrett, Matt Denomie, Gaylyn Kennedy, Glen Outram

Local 2 (Viterra Offices) – 2 representatives: Sheila Tran, Howard Wilson

Local 4 (Grain Millers) – 2 representatives: Glen Wlasichuk, Kevin Pickup

Local 5 (Western Producer/GVIC) – 1 representative: Sharlene Tetrault

Local 6 (Wild West Steelhead) – 1 representative: Vacant

Local 7 (Heartland) – 1 representative: Heather Mackay

Local 8 (Advance Employees Association) – 3 representatives: Dion Elliott, Steve Holliday, Doug Murray

Local 9 (Trouw Nutrition) – 1 representative – Derek Webb

Local 13 (IATSE Local 295), Local 16 (Lake Country Co-op), Local 17 (Discovery Co-op), Local 18 (Lloydminster Co-op), Local 19 (Prairie Co-op) – 1 representative: Vacant

Local 14 (Richardson Pioneer) – 2 representatives: Jerid Clark, Justin Shauf

Local 15 (Nutrien) – 4 representatives: Curtis Cousins, Brian Cowan, David Jones, Lynn Shaw

DRAFT

2020/2021 Annual Report of the Joint Executive Council

Grain and General Services Union (ILWU • Canada)

If adopted, this report will be combined with the audited financial statements of Grain and General Services Union (ILWU • Canada) and distributed to members in person or by email, through the *Tuesday Members' Memo*, and made available on the union's web page at gsu.ca.

Comments:

We appreciate the hard work and dedication that GSU members devote to their jobs and in recognition of your effort we commit to doing our level best to lead the effort to raise the wages, benefits and working conditions of every member of the union. We also welcome the opportunity to report to GSU members about the business of your union.

GSU Administration and Finances

The Dec. 31, 2020 audited financial statements included with this report show that GSU had an operating surplus of \$144,000 for 2020 fiscal year. Dues revenues for 2020 were higher by \$65, 000 while operating expenses were \$96,000 lower compared to 2019.

We project an operating deficit of \$78,000 for 2021 as reflected in the budget estimate adopted by delegates to GSU's 2021 policy convention. Among other items, budget estimate forecasts significantly increased expenses in relation to conventions and meetings as well as repairs to the union's office building in Regina. GSU has enough cash saved from prior years to cover the estimated deficit.

GSU is in good financial shape as the Dec. 31, 2020 balance sheet shows. The union's net assets were \$5,708,908 at the end of 2020; an improvement of \$578,959 compared to 2019. All of GSU's financial commitments are current and there is no external debt other than the steadily declining demand loan from Local 2 (Viterra Head Office).

GSU has a solid financial foundation, but prudent management and expense control is always required.

There were no major changes in GSU's administration during 2020 aside from the adjustments required to maintain union services during the COVID-19 pandemic and resulting public health orders. For a time this meant GSU staff worked from home, but returned to the offices at the beginning of June. However, despite returning to the offices, the ability to visit members' workplaces and hold in-person union meetings has been severely curtailed as a result of public health measures.

Notwithstanding the pandemic challenges, GSU has adjusted and adapted without stopping the delivery of support and assistance to union members. We will continue to adapt to a changing world and we commit to GSU's mission to represent and elevate the life circumstances of union members.

We thank Lynn Woods-Nordin, Dale Markling, Steve Torgerson, Donna Driediger and Debbie Head for their high quality work and dedication to serving GSU members.

2021

GSU settled agreement renewal bargaining with the Western Producer and Wild West Steelhead in January of this year. Our thanks and congratulations go to Dale Markling and the bargaining committees of Locals 5 and 6.

The two settlements opened a seven- or eight-month window until bargaining begins with Advance Tank Production/Advance Tank Centres Ltd and Richardson Pioneer in Oct. or Nov. 2021.

This opening creates opportunities to build member support around bargaining priorities, resume internal union education programs, resume organizing and more closely examine what changes are needed in GSU's administration.

The impact of the COVID-19 pandemic has revealed very serious gaps in our economic system, particularly with respect to workers on the lower rungs of the economic ladder. GSU will continue to do its best to be a contributor to fixing the gaps.

Comments:

Collective bargaining success and improvements to the quality of life for all is directly affected by the involvement and support of union members. Staying on top of the issues and openly expressing support for a better society is central to your union's mandate.

Agreement renewal bargaining for GSU members involves a clash between members' expectations of decent wage increases and protection of their hard-won gains versus employers who want to wring as many dollars of profit as they can from the results of workers' labour.

The clash between two sets of interests at the bargaining table will test the resolve of affected members and GSU's leadership commits to supporting Locals who find themselves in a fight with their employer. We have the financial resources to do the job. We just have to match those resources with the courage to stand our ground.

The time for real increases to the wages of every member of the Canadian working class is long overdue. The time has come for our movement to demand that Canada's political and business elites acknowledge that fixing working peoples' standards of living and community welfare is key to prosperity and a more equitable sharing of the wealth of our society.

Our aim is to build on the platform created for us by our predecessors. Our mission is to set the stage for a better world for those who come after us. What we have for ourselves, we want for all others.

GSU Defense Fund

At Dec. 31, 2020, the market value of GSU Defense Fund assets was \$5.2 million as our investment strategy of preserving capital while seeking steady positive returns continues to pay off.

In 2020 the asset mix of the Fund was modified to reverse the approximately 40/60 split of in favour of fixed income assets to a 60/40 split in favour of equities.

The GSU Defense Fund is administered by a Board of Directors elected by the delegates to biennial policy conventions of the union. In order to maintain an arm's length relationship between GSU's day-to-day operating

Comments:

finances and the Defense Fund, members serving as directors of the Fund cannot also sit on the union's Joint Executive Council (JEC).

Delegates to GSU's 2021 biennial policy convention elected the following members to two-year terms as directors of the GSU Defense Fund:

- 1.
- 2.
- 3.
- 4.
- 5.

Despite market fluctuations, the Fund continues to grow steadily through the combination of investment returns and the additional dues of \$10 per member per month being paid into the Fund.

In autumn 2020 GSU members who participated in annual local and sub-local meetings voted once again on a motion to continue the additional dues being paid into the GSU Defense Fund. And, once again, the motion to continue the additional dues was approved by a majority of those who voted, albeit by the closet margin (63.83 percent) since 1996.

The GSU Defense Fund is solid insurance for GSU members and a very important resource in assisting members with their collective bargaining agendas.

Strike or lockout pay is set by the Board of Directors of the GSU Defense Fund and is not subject to income tax. Strike/lockout pay currently stands at 75 percent of members' regular wage/salary plus payment of benefits plan premiums provided they participate directly in the authorized action in a collective bargaining dispute involving their GSU Local.

Succession Planning and Transition

Elected officers and staff of GSU have devoted time at the last three JEC meetings to succession planning to ensure that administration and leadership of the union transitions well to a new generation of union people.

The central components of developing a succession plan for GSU are:

Comments:

1. Identifying the core functions that have to be fulfilled.
2. Identifying the qualifications needed to fulfill the functions.
3. Providing the internal education/training required by those interested in GSU leadership.
4. Establishing a selection/election process.

In this context the process for choosing the next general secretary has sparked considerable debate and reflection at the JEC. This is as it should be.

GSU's constitution stipulated that the general secretary be elected for a two-year term at each biennial policy convention of the union. There is no established recruitment or screening process in relation to the general secretary election other than candidates must be delegates to the GSU convention where an election is being held. As a result, concern has arisen that without a thoughtful approach to succession, GSU risks the stability of the union.

At the Oct. 8, 2020 semi-annual meeting of the Joint Executive Council, GSU's Executive Committee brought forward two resolutions regarding the selection of the next general secretary.

One of the resolutions would have modified the current election process to ensure that only candidates approved by the JEC could go forward as nominees for general secretary. The second resolution proposed to end election of the general secretary in favour of a recruitment and hiring process run by the executive committee subject to review and approval by the JEC.

After a thorough debate, the JEC unanimously voted in favour of moving to a recruitment and hiring process for selecting the next general secretary. Accordingly, the following constitutional amendment resolution was adopted by GSU's 2021 policy convention.

"That section 5.15 of GSU's constitution be amended by designating the first seven paragraphs as sub-section 5.15 (a), by deleting the eighth paragraph that says the office of General Secretary shall be filled by election and by adding a new sub-section 5.15 (b) as follows:

5.15 (b) Subject to approval by the Joint Executive Council, vacancies in the General Secretary position shall

Comments:

be filled by the Executive Committee through a recruitment and hiring process. The executive Committee may include members of the Council and/or members of GSU staff to assist with the recruitment and hiring.

The Executive Committee shall determine the ability and qualification requirements of the position and all aspects of the candidate vetting and selection process. The Executive Committee may advertise for candidates within and outside GSU's membership."

Following debate at the 2021 policy convention, the motion to amend GSU's constitution to end election of the general secretary in favour of a hiring process was carried. Consequently, Hugh Wagner will be the last elected general secretary and, depending on the date of his departure, the process of recruiting to replace him is anticipated to begin in the second quarter of 2022.

Union Education

GSU provides in-house targeted workshop/seminar opportunities covering shop steward training and local leadership/representation as well as introductions to labour law and collective bargaining. However, for a variety of reasons, GSU has not held a union education conference since 2017.

Delegates to the 2021 policy convention decided to end the hiatus and directed that GSU convene an in-house union education conference in autumn 2021, subject to the limits of any continuing public health measures stemming from the COVID-19 pandemic.

In addition to internally designed and delivered union education, GSU sponsors up to three opportunities for elected members to attend the CLC/SFL Spring School and the Prairie School for Union Women. GSU will do more to expand and promote participation in those programs.

Thanks to staff representative Steve Torgerson, GSU is examining holding on a series of virtual workshops which will enable the union to deliver information and instruction to interested union members without requiring them to travel and significantly interrupt their personal lives.

Members interested in becoming a GSU Staff Representative should consider stepping up to be a

Comments:

local union delegate, or serve on a Local executive committee or bargaining committee, or serve as a Local representative on the JEC. In addition to attending in-house education events and outside forums such as the CLC/SFL Spring School, practical union experience is an important plus for someone aspiring to work fulltime for GSU.

Organizing

It's been quite some time since GSU has engaged in an organizing drive and it is time to get back to actively recruiting new members. Although the pandemic is an obstacle to organizing, we are hopeful that a lighter bargaining calendar for 2021 will lead to opportunities for bringing new members into the union. Most importantly, rather than talking about organizing we have to engage in active organizing.

An example of the importance of organizing is the hours of work rules in Part III of the Canada Labour Code which were amended in 2019 to place stricter requirements on employers and provide more worker friendly rules in relation to setting shifts and notifying employees of shift changes.

The ink was barely dry on the changes to the Canada Labour Code when the Western Grain Elevators Association and their counterpart in grain milling began lobbying for exemption from the new legislation on behalf of employers.

In March 2020 a consultation session on the employers' pitch for exemption was organized by the Labour Program of the federal Department of Employment and Social Development. GSU was represented at the consultation session by general secretary Hugh Wagner who was not surprised that representatives from Richardson International and Viterra were present and singing from the same song sheet.

A written brief opposing the exemptions for grain and grain milling companies was subsequently filed on behalf of GSU and we're happy to report that as a result of a combined union response the employers' efforts were turned back with one exception.

Comments:

As matters stand, the federal regulators are on the verge of giving the grain and grain milling companies an exemption from section 173.1 of the Canada Labour Code which requires employers to give employees a minimum of 24-hours' notice of shift changes. Such a development would be bad news for employees who are constantly adjusting their lives to fit their employer's last-minute needs.

GSU has filed another brief opposing the exemption and we should know where things land in the next short while. But the truly revealing aspect of this series of events is the level of cooperation demonstrated by commercial competitors when it comes to opposing more worker friendly labour standards.

This is not a new phenomenon. It simply reminds us that employers are organized when it comes to labour and it illustrates that workers should be organized in response. It is time for action.

The ILWU Canada Family

GSU's affiliation to ILWU Canada means that we are part of a larger union family that includes RWDSU Saskatchewan, RWBC and Grain Workers Union Local 333. Together we constitute an organization of more than 16,000 progressive trade unionists who share a strong commitment to economic and social justice. We look forward to continuing our work with the ILWU Canada family to advance the welfare of the working class and our communities.

Solidarity,



Hugh Wagner
General Secretary

On behalf of the Joint Executive Council of
Grain & General Services Union (ILWU•Canada)

[List of JEC members]

Comments:

Defense Fund

Grain and General Services Union (ILWU • Canada)

Following is a chronology of the history of the GSU Defense Fund.

Delegates and elected officers of the union are asked to refer to this document when answering questions GSU members ask about the Defense Fund.

The following motion by the Joint Executive Council (JEC) to establish the GSU Defense Fund by merging the Local 1000/1200 Strike Fund with the GSU Strike Fund was presented to GSU members as a Notice of Motion to be debated and decided on at the 2001 annual meetings of the union.

The Notice of Motion was issued on November 6, 2001.

The JEC motion read as follows: "Resolution to the Members Submitted by the Joint Executive Council of Grain Services Union (ILWU • Canada), November 5, 2001,

"MOVED and SECONDED by the Joint Executive Council, in accordance with the Constitution and Bylaws of Grain Services Union (ILWU • Canada), it is hereby affirmed that the primary purpose of GSU is to represent, organize, and provide union services to working people."

Accordingly, effective January 1, 2002, the following steps shall be taken by the Joint Executive Council of GSU.

1. The Local 1000/1200 Strike Fund and the GSU Strike Fund shall be merged into a single GSU fund to be known as the GSU Defense Fund.

And, all funds of the GSU Defense Fund shall be the property of GSU subject to the following terms and conditions.

2. Every employee represented by GSU who is currently paying additional union dues into the Local 1000/1200 Strike Fund or the GSU Strike Fund shall continue to

Comments:

During the GSU Policy Convention March 18 and 19, 2021, the delegates elected members of the union to be Directors on the Board of Directors of the GSU Defense Fund.

GSU members do not have to be delegates to the convention in order to be candidates for election to the GSU Defense Fund Board of Directors; however, all candidates must be members of GSU in good standing and must be employed in a certified GSU bargaining unit.

Members may nominate themselves or be nominated.

do so, except that said additional union dues shall be paid into the GSU Defense Fund. And, effective January 1, 2002 every employee represented by GSU who is not paying into a GSU strike fund shall commence paying additional union dues into the GSU Defense Fund at the rate of 1 per cent of regular pay per employee per month to a maximum of \$10 per employee per month. The aforementioned additional union dues shall continue to be paid into the GSU Defense Fund until suspended by the Joint Executive Council or discontinued by a vote of the members of the Union.

3. The additional union dues paid into the GSU Defense Fund shall be maintained in a bank account or investment account(s) separate and apart from the operating funds of GSU.
4. The GSU Defense Fund shall be administered by a Board of Directors elected by the Joint Executive Council of GSU.
5. The operating and governance policies of the GSU Defense fund shall be established by the Joint Executive Council of GSU.
6. The primary purposes of the GSU Defense Fund shall be to ensure and provide for the continued operation of GSU and to provide strike/lockout pay to members of GSU in the event they strike or are locked out.
7. The Board of Directors of the GSU Defense Fund, subject to review by the Joint Executive Council of the Union, shall be authorized to release funds from the GSU Defense Fund to fulfill the operating requirements of GSU, including but not limited to the Union's collective agreement and other contractual obligations.
8. Notwithstanding the foregoing, the Board of Directors of the GSU Defense Fund shall be required to maintain a minimum operating balance in said fund of \$2,500,000.
9. The Board of Directors of the GSU Defense Fund shall be authorized to make interest-bearing

Comments:

- loans to Locals of GSU and/or to GSU itself subject to the expectation of repayment of the loan and establishment of a loan agreement and repayment schedule.
10. The amount of strike or lockout pay per day shall be determined by the Board of Directors of the GSU Defense Fund.
 11. To be eligible for strike or lockout pay, a claimant must be a member of GSU who participates in a strike or lockout action as authorized by a membership vote of her/his Local or bargaining unit as the case may be.
 12. A member who does not strike or who is not locked-out or who crosses a GSU picket line shall not be eligible for strike pay from the GSU Defense Fund.
 13. Any disputes pertaining to the operation of the GSU Defense fund shall be resolved in accordance with the Constitution and Bylaws of GSU.
- The JEC's resolution was presented and voted on at the 2001 annual meetings of GSU. It was approved by a majority of 82.6 percent of those voting. A report on the members' debate and the results of the vote was presented by the General Secretary to the JEC and the delegates attending GSU's 2002 Policy Convention and included in the 2001/2002 Annual Report to GSU members.
- In consideration of the views expressed by the members, the following additional policies covering the new GSU Defense Fund were adopted by the 2002 Policy Convention and also reported in the 2001/2002 Annual Report of the JEC.
14. Said strike funds shall be merged effective May 1, 2002; and,
 15. The GSU Defense fund shall be established effective May 1, 2002, and shall receive the assets of the prior strike funds and the additional dues paid thereto; and,
 16. The GSU Defense Fund shall be administered in accordance with the 2001 resolution adopted by the members; and,

Comments:

17. The GSU Defense Fund shall be administered by a Board of Directors of five (5) members of GSU in good standing who are not elected representatives to the Joint Executive Council of GSU; and,
18. Said Board of Directors shall be comprised of at least three (3) members of Local 1000; and,
19. Pending election of a Board of Directors of the GSU Defense Fund, an interim Board shall be elected by delegates to the 2002 Policy Convention from among the delegates who are not elected representatives to the Joint Executive Council of GSU.
20. A GSU Local which draws strike or lockout pay exceeding the total amount contributed by the members of the Local to the GSU Defense Fund shall be required to implement additional union dues to repay the excess amount drawn following cessation of their strike or lockout.
21. All expenses of the Board of Directors of the GSU Defense Fund incurred in administration of the Defense Fund shall be paid from the Fund.
22. The Joint Executive Council shall call an election for the Board of Directors of the GSU Defense Fund from candidates nominated by the Locals of GSU. Nominations shall be filed by August 1, 2002.
23. Each Local shall determine their own procedure for nominating candidates for election to the Board of Directors of the GSU Defense Fund.
24. The Joint Executive Council of GSU shall elect the Board of Directors of the GSU Defense Fund from the list of candidates nominated by the Locals with the provisos that no member of the Joint Executive Council shall be elected to the Board of Directors and that at least three (3) of the Directors shall be members of Local 1000 of GSU.

Effective February 1, 2003 GSU was restructured to convert from bargaining unit based Locals to geographic Locals following approval by the members. Accordingly, the reference to, "at least three of the Defense Fund Directors being members GSU of Local 1000," became a requirement, by definition of the new structure, that at

Comments:

least three Directors of the Fund shall be members of GSU bargaining units 1A (SWP Operations/Maintenance) and/or 1B (SWP Offices).

Comments:

At the 2004 Policy Convention delegates reviewed and debated the operation of the Defense Fund. And, they passed a motion requiring that in the future the Board of Directors of the GSU Defense Fund be elected by the delegates to Policy Conventions. Accordingly, in preparation for the 2006 Policy Convention a call was issued for nominees to the Board of Directors. The present Directors were all candidates and were elected. They were re-elected at the 2008 GSU Policy Convention.

On February 9, 2010 a notice asking members of GSU to submit nominations was posted on the GSU website and distributed by email. Members were advised that they could nominate a fellow member of the union or they could nominate themselves. All nominations received as of March 15, 2010 will be reported to the delegates to this convention. In addition, any delegate to the convention can run for the Board of Directors provided he/she is not her/his Local's representative on the Joint Executive Council of GSU.

In addition to the foregoing, since GSU's Constitution was amended effective January 1, 2010 to establish Locals based on bargaining units, subject to the approval of the delegates to the 2010 GSU Policy Convention, it was recommended that at least three Directors of the Fund shall be members of GSU Local 1 (Viterro Country Operations and Maintenance) and/or Local 2 (Viterro Regina Head Office). This recommendation was approved and the Board of Directors has operated accordingly since the 2010 convention.

As a result of Viterro's divestitures to Richardson International and Agrium Ltd. in 2013, Locals 1 and 2 were essentially subdivided into seven different Locals and the Constitution of GSU was amended by delegates to the union's 2014 policy convention to reflect those facts and setting aside a certain number of directorships on the board of the Defense Fund was reconsidered.

Effective March 22, 2014, at least three Directors of the GSU Defense Fund are to be members in good standing of Local 1 and/or Local 2 and/or Local 14 and/or Local 15 as said Locals are described in the Constitution of GSU.

The GSU Defense Fund is an important component of union members' resources. It is the product of additional dues of 1 percent of regular pay to a maximum of \$10 per member per month. Understandably, members will raise questions and concerns from time to time in relation to the administration, disbursements, and operation of the Defense Fund. These questions are welcomed and this report is intended to place every member and elected officer of the union on an equal footing as to the history of the GSU Defense Fund.

As of December 31, 2020, the Defense Fund had assets of \$5.2 million (based on market values) consisting of investments with RBC Dominion Securities and deposits with Affinity Credit Union in Regina.

This report, as mentioned above, is intended to summarize the chronology of the GSU Defense Fund and it is also intended to be adopted as an ongoing documentation of the decisions made regarding the operation of the Fund for reference by members and officers of GSU.

Submitted by,



Hugh Wagner
General Secretary
Grain and General Services Union
(ILWU • Canada)

Comments:

Scholarships and bursaries

Grain and General Services Union (ILWU • Canada)

GSU currently offers five \$2,000 annual scholarships, one \$2,000 First Nations University of Canada annual bursary, and one \$2,000 St. Thomas More College (University of Saskatchewan) annual bursary as follows.

GSU scholarship program

The scholarship competition is open to GSU members, their spouses, and dependent children who have not previously won.

Scholarship applicants must be enrolled in a diploma, degree, or certificate program at a community college, university, trade school, or technical institute as a full-time student in any country.

There are five \$2,000 scholarships available: three are dependant scholarships and two are GSU member scholarships:

- Dependant scholarships are available for dependant children of GSU members.
- Applicants for dependant scholarships must be age 25 or younger.
- GSU member scholarships are available for GSU members and spouses of members.
- GSU members must have a signed union card on file with the union to be eligible for GSU scholarships.
- If there are no member scholarship applications, all five scholarships will be available to be awarded to eligible dependant applicants.
- Students can apply every year.
- Students will be awarded a maximum of one scholarship per lifetime.

The deadline for applying for receipt of applications is June 1. The GSU scholarship committee will meet in June to determine the successful scholarship recipients. Scholarship applicants will be advised of the committee's decision by early July.

Comments:

Applicants may complete either the dependant or the member application form and return it to Grain and General Services Union with the following items:

- A letter of recommendation from a non-family member describing how the applicant's participation in school, extra-curricular, and/or community activities make them a strong candidate for a GSU scholarship.
- A copy of a document from your training institute which confirms your registration.
- A two-page essay on the chosen topic.

Scholarship application forms are made available to GSU members through the website or mailed directly to members upon request. Availability of the forms will be announced on the website, email, and GSU newsletter in March of every calendar year.

GSU's First Nations University of Canada bursary

The bursary is open to an Aboriginal student enrolled in a minimum of 12 credit hours at the First Nations University of Canada.

Applicants must have successfully completed a minimum of 30 credit hours (not including ENGL 90/91 and AMTH 001/002/003 classes) to a maximum of 60 credit hours in any area of study leading to a degree.

Financial need, leadership, participation and involvement in on-campus and student activities will be considered in the selection of recipient.

Applicants must submit transcripts, budget, and a cover letter indicating involvement in on-campus and student activities with application.

Deadline for application is February 28.

For more information or to apply, visit the First Nations University of Canada website at www.fnuniv.ca.

Comments:

St. Thomas More College (University of Saskatchewan)

Comments:

The bursary is open to St. Thomas More (STM) students who apply and meet the following specific requirements:

- Candidate must be a self-declared full-time STM student
- Candidate must have successfully completed a minimum of 18 STM credit units in the previous year's Regular Session (September to April)
- Candidate must be registered in at least 18 STM credit units (9 per term) of coursework in his or her current year of study
- Candidate must be in need of financial support as determined by the College awards committee

Note: Preference will be given to single parents who are union members or single parents who are dependent children (age 25 or younger) of union members, of any union recognized by the Saskatchewan Federation of Labour or Canadian Labour Congress.

Preference will be given to students who are completing the Critical Perspective on Social Justice & the Common Good Minor.

The \$2,000 annual donation will provide funding for the Bursary award. Funding will be available subject to the STM endowment policy. In the event that there is no qualifying recipient for the award in any given year, the College awards committee, in consultation with the GSU General Secretary, may choose to offer the award to a student who most closely meets the Qualifications for Eligibility.

The College awards committee will grant the Bursary based on the "Qualifications for Eligibility" criteria. In the event that any of the above provisions become impractical, St. Thomas More College Board of Governors shall have the right to make appropriate changes in keeping with the general intent of the award.

Resolutions

Grain and General Services Union (ILWU • Canada)

Resolutions submitted, debated, and adopted by vote at the GSU Convention or the Joint Executive Council level become GSU policy.

Prior to convention, your Executive Committee issued a call to all GSU members to, should they so choose, submit resolutions to be voted on at the 2021 GSU biennial policy convention on March 18 and 19, 2021.

All delegates in attendance at GSU's biennial policy convention are entitled to discuss and vote on proposed resolutions.

Resolutions must receive the support of at least 50% + 1 of the votes cast in order to pass with the exception of constitutional amendments and changes to GSU membership dues which require a two-thirds majority of the votes cast.

Resolutions are a way for members of GSU to contribute ideas on the direction and focus of GSU.

Within GSU, a resolution is a written expression of ideas and/or proposals submitted by members of the union to any of the following GSU bodies:

- Biennial Convention (GSU's elected overall coordinating and governing body)
- Joint Executive Council (GSU's elected governing body between conventions)
- Board of Delegates (the overall coordinating and governing body of elected representatives between membership meetings of dispersed Locals)
- Local or Sub-Local Committees (the coordinating body of elected representatives of the Local or Sub-Local).

Anything can be the subject of a resolution.

Resolutions can address:

- GSU issues (such as the GSU Defense Fund, workplace bullying, dues, or union direction or structure),
- larger provincial issues (such as lobbying the government to ban asbestos, increasing the minimum wage, and improvements to Occupational Health and Safety regulations),
- small issues in a community (such as road improvement, maintaining rural schools, and support for local organizations).

Do you need help wording a resolution? Ask a GSU staff rep to assist you.

8. MOVED BY SECONDED BY

That the 2021 GSU operating budget estimate presented by the general secretary be approved.

Carried / Defeated

9. MOVED BY SECONDED BY

That GSU's expense policy be amended to specify that delegates to the 2021 policy convention who participate remotely shall be entitled to claim a daily per diem of \$20; and that delegates who reside in the vicinity of Regina and attend the convention's central location shall be entitled to claim a daily per diem of \$20 plus parking; and that delegates who attend the convention's central location from outside the vicinity of Regina shall be entitled to claim a daily per diem of \$60 for 2.5 days, plus parking.

Carried / Defeated

10. MOVED BY SECONDED BY

That the preliminary report on convention expenses be approved subject to a final report being presented to the semi-annual meeting of the Joint Executive Council.

Carried / Defeated

11. MOVED BY SECONDED BY

That GSU continue to make an annual donation of \$2,000 to the Unemployed Workers Help Centre.

Carried / Defeated

12. MOVED BY SECONDED BY

That GSU continue to make an annual donation of \$500 the Saskatchewan Union Retirees Federation.

Carried / Defeated

13. MOVED BY SECONDED BY

That GSU oppose any exemptions of grain and grain milling companies from the 2019 amendments to Part III of the Canada Labour Code.

Carried / Defeated

14. MOVED BY _____ SECONDED BY _____

That GSU lobby for paid sick leave in federal and provincial labour standards legislation.

15. MOVED BY _____ SECONDED BY _____

That GSU lobby and bargain for more extensive paid compassionate leave to become part of our collective agreements as well as the Canada Labour Code and Saskatchewan Employment Act.

16. MOVED BY _____ SECONDED BY _____

That GSU press all of the employers directly and through OH&S committees for clear and contemporary workplace policies against bullying, harassment and violence including accessible complaint investigation processes and workplace training for all employees and management.

17. MOVED BY _____ SECONDED BY _____

That the Executive Committee submit a motion to the 2021 annual meetings to reduce the additional membership dues being paid into the GSU Defense Fund to \$5.00 per member per month effective January 1, 2022.

18. MOVED BY SECONDED BY

That sections 4.01 and 4.02 of GSU Bylaw 4 – Meetings be amended to read:

Carried / Defeated

19. MOVED BY _____ SECONDED BY _____

That section 4.07 of GSU Bylaw 4 – Meetings be amended to read:

"To participate in any GSU membership vote a members must attend an authorized meeting where the vote is conducted. Notwithstanding the foregoing, the JEC or Local and Sub-Local executive committees may order advance polls, absentee ballots, mail ballots and electronic voting to facilitate participation in any secret ballot votes, including, but not limited to votes on strike action and/or related to agreement renewal bargaining."

Carried / Defeated

20. MOVED BY _____ SECONDED BY _____

That section 5.05 of GSU Bylaw 5 – Joint Executive Council be amended to read:

"The Joint Executive Council shall meet at least twice annually. Business of the Council may also be conducted via conference call, video link or email."

Carried / Defeated

21. MOVED BY SECONDED BY

That sub-section (a) of GSU Bylaw 10.09 Settlement Ratification/Rejection and Strike Votes be amended to read:

“(a) To be binding collective bargaining settlements or offers of settlement must be ratified by a majority of members who vote at a general membership meeting(s) or by mail ballot or by electronic ballot as directed by the Executive Committee of the Local.”

Carried / Defeated

22. MOVED BY SECONDED BY

That sub-section 5.15 of GSU's constitution be amended by designating the first seven paragraphs as sub-section 5.15(a), by deleting the eighth paragraph that says the office of General Secretary shall be filled by election and by adding the following new sub-section 5.15 (b).

“5.15 (b) Subject to approval by the Joint Executive Council, vacancies in the General Secretary position shall be filled by the Executive Committee through a recruitment and hiring process. The Executive Committee may include additional members of the Council and/or members of the GSU staff to assist with recruitment and hiring.

This amendment will become effective March 26, 2021.

23. MOVED BY _____ SECONDED BY _____

"5.21 A vote on any question at GSU Policy Conventions and meetings of the Joint Executive Council shall be by show of hands or voice, except in the case of election of officers when voting shall be by a secret paper or electronic ballot."

24. MOVED BY _____ SECONDED BY _____

"5.22 The Joint Executive Council may submit any motion it chooses to be voted on by members of the union. Voting on motions submitted by the Council may occur at membership meetings or by mail or electronic ballot as directed by the Council. A majority of fifty percent plus one of the votes cast shall be required to carry or defeat a motion. The Council or their designate shall oversee the conduct of voting, counting of votes and reporting the results to members. Only members in good standing shall be allowed to vote.

25. MOVED BY _____ SECONDED BY _____

"9.9 A vote on any question at a membership meeting shall be by show of hands or voice, except in the case of election of officers when voting shall be by secret paper or electronic ballot. A majority of fifty percent plus one of the votes cast shall be required to carry or defeat any motion or elect an officer. Only members in good standing shall be allowed to vote."

31

32. MOVED BY

SECONDED BY

Carried / Defeated

33. MOVED BY

SECONDED BY

Carried / Defeated

34. MOVED BY

SECONDED BY

Carried / Defeated

35. MOVED BY

SECONDED BY

Carried / Defeated

Elections

Grain and General Services Union (ILWU • Canada)

2021 GSU Policy Convention

Delegates to GSU's 2021 Policy Convention will elect GSU's president, two vice-presidents, general secretary, and GSU Defense Fund directors.

GSU biennial policy conventions are responsible for electing GSU's president, two vice-presidents, general secretary and the five-person board of directors of the GSU Defense Fund. Each of the elected offices is for a two-year term.

1. All elections are to be by secret ballot.
2. The election for the office of president proceeds first and must be completed before moving on to electing the two vice-presidents followed by the general secretary and then the board of directors of the GSU Defense Fund.
3. All elected officers are required to swear GSU's oath of office upon election.
4. To be elected a candidate must receive at least fifty (50) percent plus one of the votes cast unless the candidate is unopposed and declared elected by acclamation.
5. Candidates for president, vice-president and general secretary must be delegates to the GSU biennial policy convention where the elections are being held.
6. Candidates may be nominated by another delegate or they may nominate (volunteer) themselves for office and need not have a nominator.
7. Candidates for the GSU Defense Fund board of directors need not be delegates to the GSU policy convention, but they must be GSU members in good standing.

Comments:

8. Since GSU's 2021 policy convention will consist of in-person delegates as well as delegate participating remotely via video link, the following election and voting process has been adopted for the 2021 GSU policy convention.
9. Delegates to the 2021 policy convention who wish to be a candidate for an elected office(s) were asked:
- to announce their candidacy ahead of time;
 - to identify the office(s) they are running for;
 - to provide a brief bio, and
 - to provide a photo of themselves.
- Candidates were asked to send their announcements and information to GSU's Assistant General Secretary by email to Lynn@gsu.ca for arrival by March 10, 2021.
10. Candidate information received by March 10, 2021 was circulated to all of the delegates in advance of the convention call to order on March 18, 2021.
11. Candidates who did not announce in advance will still be able to declare their candidacy during convention on March 18 at 4:00 p.m., but they will sacrifice the advance opportunity to connect their information with delegates.
12. Since the 2021 policy convention consists of in-person and video link delegates, all voting in the elections will be conducted electronically. This will allow instant and confidential tabulation of results.
13. Beginning with election of president, the delegate chairing the convention session at 4:00 p.m. on March 18, 2021 will declare nominations to be open and will identify the candidates who have announced their intention to run for the office in advance of convention.
14. The chairperson will ask if there are any additional candidates and will then ask each candidate to confirm that they are running for the office in question.

Comments:

15. Each candidate will be given an opportunity to speak to convention delegates for two minutes before the election process proceeds.
16. If there is only one candidate for an office they will be asked to confirm their candidacy and, after ensuring there are no other candidates, the candidate will be declared elected by acclamation.
17. If there are two or more candidates for an elected office there shall be an election in which delegates cast a secret ballot in favour of the candidate(s) they choose.
18. In elections with three or more candidates for the position(s) in question the candidate with the lowest vote total will drop out of the next round of voting.
19. An election will be declared once a candidate(s) has received fifty (50) percent plus one of the votes cast.
20. The elections will be conducted in descending order starting with the office of president. The election for each office will be completed before moving on to the next.

Comments:

President (1)

It shall be the duty of the President of GSU to preside at all Policy Conventions, meetings of the Joint Executive Council and meetings of the Executive Committee.

He/she shall be ex-officio member of all committees set up by the Joint Executive Council.

He/she may, with the General Secretary, or other officer appointed by the Joint Executive Council, sign and execute all documents related to the affairs of the Union and passed by the Joint Executive Council.

If no other person is authorized to do so by resolution of the Joint Executive Council, or if such person is for any reason unable to do so, he/she may, with the General Secretary, sign all cheques and other financial documents issued on behalf of the Union.

Vice-Presidents (2)

In the absence of the President or his/her inability from any cause to act, a Vice-President shall discharge the duties of the President.

GSU's constitution is very skimpy in its description of the duties of the vice-presidents. In practice, together with the president, the vice-presidents constitute GSU's executive committee which is responsible for overseeing the administration of the union between meetings of the Joint Executive Council. As a result, regular meetings of the executive committee are convened where decisions are made on administrative and operational issues brought forward by the general secretary. In practice the duties of the president are regularly delegated and distributed to the vice presidents.

General Secretary (1)

It shall be the duty of the General Secretary to attend all Conventions, meetings of the Joint Executive Council and Executive Committee meetings and keep correct minutes of same. With the President, or other officer appointed by the Joint Executive Council, he/she may sign and execute all documents related to the affairs of GSU and may, with the President, or other officer appointed by the Joint Executive Council, sign all cheques and other financial documents issued on behalf of the Union. He/she shall conduct the correspondence of the Union and shall have charge of all records, books, papers and documents.

The duties of the General Secretary shall be to receive and deposit in whatever chartered bank or other company the Joint Executive Council may order, all monies paid to GSU. He/she shall be responsible for keeping a proper set of books showing all transactions of GSU and shall present a full detailed account of receipts and disbursements to the Council whenever so instructed by the Joint Executive Council. He/she may, with the President or other officer appointed by the Joint Executive Council, sign and execute all documents related to the affairs of GSU and passed by the Joint Executive Council and may, with the President or other officer appointed by the Joint Executive Council, sign all cheques and other financial documents issued on behalf of the Union.

Comments:

The General Secretary or his/her designate shall attend all meetings of the Boards of delegates or executive committees of the Locals; and shall be responsible for the recording of correct minutes of such meetings.

The General Secretary or his/her designated staff representative shall sign and execute all documents related to the affairs of any Local within the Union which are passed by the members or elected officers in the Local concerned.

Such documents may also be signed by a member or staff representative of the Union who is so designated by the Officers of the Local.

The General Secretary may delegate particular responsibilities and duties to a staff representative or other staff person appointed to fulfil duties on behalf of the Union.

The General Secretary shall be deemed to be a member of Grain and General Services Union (ILWU • Canada) pursuant to the Bylaws of the Union and she/he shall be a delegate to Policy Conventions with full voice and vote.

The office of General Secretary shall be filled by election conducted at Biennial Policy Conventions from amongst the delegates to the Convention.

GSU Defense Fund Board of Directors (5)

Delegates to GSU biennial conventions will elect five union members to two-year terms on the board of directors of the GSU Defense Fund.

GSU members do not have to be delegates to the 2021 Policy Convention in order to be candidates for election to the GSU Defense Fund Board of Directors; however, all candidates must be members of GSU in good standing and must be employed in a certified GSU bargaining unit. Members may be nominated or volunteer as a candidate for the position.

The elected directors oversee the administration and investment of the GSU Defense Fund assets (current market value of \$5.2 million) and set policy for payment

Comments:

of strike/lockout pay for union members engaged in collective bargaining disputes. The board meets three or four times a year (or more often, if required) to review the Fund's financial position, investment strategy and other administrative matters. Most meetings are held via conference call or video technology and paid union leave is arranged for participation in the meetings.

Every GSU member in good standing is eligible to be a candidate for a seat on the Board of Directors, although three seats are reserved for members from GSU Locals 1 (Viterro), 2 (Viterro), 14 (Richardson) or 15 (Nutrien). Union members who represent their Local on GSU's Joint Executive Council cannot also be a director of the Defense Fund.

It is useful to have knowledge of financial markets, but the main criterion to be on the board of directors of the GSU Defense Fund is a commitment to support union members' welfare and collective bargaining rights when they get into a dispute with their employer.

Over the years GSU members have built up a sizeable resource to defend their interests, and the responsibility of Defense Fund directors is to ensure the money is managed well so it's available when needed.

Comments:



General Information

Grain and General Services Union (ILWU • Canada)

Joint Executive Council

The Joint Executive Council (JEC) of GSU comprises the representatives elected by the Locals. The Policy Convention elects the GSU president and two GSU Vice-Presidents to serve as elected members of the Joint Executive Council.

The Joint Executive Council is the board of directors of the union which formulates policy and oversees the business of the GSU between Policy Conventions.

GSU Executive Committee

GSU's president and two vice-presidents constitute the executive committee of the GSU.

The executive committee oversees the business of the GSU and formulates policy between meetings of the Joint Executive Council. They are entitled to exercise the authority of the Joint Executive Council on an interim basis between meetings of the Joint Executive Council and such actions are carried out on an interim basis until they are confirmed at the next meeting of the Joint Executive Council.

GSU Policy Convention

The Joint Executive Council convenes a Policy Convention of union delegates once every two years prior to May 31.

The Policy Convention is the coordinating and governing representative body of GSU. Its decisions are made by majority vote.

The Policy Convention considers the business of GSU including resolutions submitted by the Locals, by members, by the Joint Executive Council, and by the delegates at Convention. Resolutions, policy statements and reports adopted by the Policy Convention become the policy of GSU.

Comments:

The Policy Convention elects the President of GSU, two Vice-Presidents, who serve as the elected members of the Joint Executive Council. The President and two Vice-Presidents so elected constitute the executive committee of the GSU.

Comments:

Community Connections program

Grain and General Services Union members are committed to bettering their communities. Through our Community Connection program GSU members choose a community organization, cause, or even a community member as the recipient of a \$50 donation.

Through this program our members demonstrate the positive influence of unions in the workplace, raise awareness of GSU in the community, and give back to strengthen the communities where they work and live.

Dues Rebate program

Members working together is the strength of Grain and General Services Union. Our dues rebate program offers GSU Locals \$1 per member per month to encourage participation and engagement of members within their locals and sub-locals.

Each Local has the ability to decide how to use their funding. Whether the money is allocated toward travel expenses for members who attend meetings, door prizes at union events, fall suppers, holiday gifts, or donations to their communities, it is the local executive and members who ultimately decide how their funding can be best used to increase participation or bring awareness to their Local/Sub-Local.

Funding must be used within the calendar year it is earned.

Tuesday Members' Memo

Our *Tuesday Members' Memo* is our e-newsletter that we send to GSU members every Tuesday morning.

If you don't receive your copy, email gsu@gsu.ca and ask to be put on our contact list.

Glossary of union terms

Union Speak

Simple definitions

Union Member

A union member is someone who works at a company whose employees are unionized by a union. He/She will be asked to sign a union card.

Steward

A union steward is an employee of an organization or company, who represents and defends the interests of her/his fellow employees but who is also a labour union official.

Staff Representative

A GSU staff representative is a person who is hired by GSU to assist members in their role as a union member.

GSU

The Grain and General Services Union is a union based in Saskatchewan and represents working people who are engaged in a variety of business sectors.

Union

A union is an organized group of workers who come together to make decisions about the conditions of their work.

Grievance

A disagreement over the interpretation of a provision in a collective agreement or an allegation by one party that the other has violated the terms of the agreement.

Grievance procedure

Is the process contained in a collective agreement for the settlement of disagreements over the interpretation of a provision in a collective agreement, or an allegation by one party that the other has violated the terms of the agreement.

Comments:

Acronyms

The labour movement regularly uses acronyms. The following may help you decipher who or what is being referred to during our convention.

BoD	GSU defense fund's Board of Directors	JEC	GSU's Joint Executive Council
BOD	GSU local Board of Delegates	RWDSU	Retail Wholesale and Department Store Union (Saskatchewan)
CA	collective agreement	RWU	Retail Wholesale Union (British Columbia)
CBA	collective bargaining agreement	SEA	Saskatchewan Employment Act
CIRB	Canada Industrial Relations Board	SFL	Saskatchewan Federation of Labour
CLC	Canadian Labour Congress	SLRB	Saskatchewan Labour Relations Board
GWU	Grain Workers' Union	ULP	unfair labour practice
ILWU Canada	International Longshore and Warehouse Union Canada		

Grain and General Services Union wants to provide a harassment-free environment at all its activities.

The Union must create an environment in which every member is valued equally, and believes herself or himself to be valued equally.

Harassment is an expression of perceived power and superiority by the harasser over another person or group, usually for reasons of race, ethnicity, sex, age, sexual orientation, disability, family or marital status, social or economic class, political or religious affiliation, or language.

Harassment is unwelcome, unwanted, and uninvited. It may be expressed verbally or physically. It can occur as a single incident or on a repeated basis. It involves actions, attitudes, language or gestures which the harasser knows or reasonably ought to know are abusive, unwelcome and wrong.

The resulting effect, not the intent, determines whether something is harassment or not. It does not matter if the harasser intends the comment or action to be amusing. If the person on the receiving end feels threatened or belittled by it, then it is harassment.

Harassment comes in many forms. Unwanted comments, jokes, pictures, taunts, innuendoes, insulting gestures, unnecessary physical contact, and physical assault are some of its ugly faces. But in the end, harassment isn't about sex or race or religion; it is about power.

When this happens, it can create a hostile, intimidating, and poisoned work environment in which stress takes a personal toll on the victim and on those who witness the harassment.

The Grain and General Services Union has a policy against harassment covering Union activities, such as Union meetings or conventions. Please read it over and become familiar with it.



**Is it harassment or not?
If you don't know, don't do it.**

GSU's policy on harassment

Harassment can be defined as any unwelcome action—whether verbal or physical—on a single or repeated basis which humiliates, insults, or degrades. Unwelcome means any action which the harasser knows or ought reasonably to know is not desired by the victim of the harassment.

Harassment is a serious form of discrimination which creates feelings of uneasiness, humiliation, and discomfort and strikes at the heart of the Union. As trade unionists, we must work and socialize together in an atmosphere of mutual respect.

The Grain and General Services Union will take prompt and appropriate action to investigate and resolve any alleged or suspected incidents of harassment.

Harassment is not welcome, not mutual, and not equal.

Definitions

For the purpose of this policy, sexual, racial, and personal harassment are defined as follows:

Sexual Harassment

includes but is not limited to:

- unwanted sexual attention of a persistent or abusive nature, made by a person who knows or ought reasonably to know that such attention is unwanted; or
- implied or expressed promise of reward for complying with a sexually oriented request; or
- implied or expressed threat or reprisal, in the form either of actual reprisal or

the denial of opportunity, for refusal to comply with a sexually oriented request; or

- sexually oriented remarks and/or behaviour which may reasonably be perceived to create a negative psychological and/or emotional environment for work and study.

Examples of sexual harassment are:

- verbal abuse
- unwelcome remarks, jokes, innuendoes or taunting about a person's body, attire, age, marital status, etc.
- displaying of pornographic, offensive or derogatory depictions
- practical jokes which ought reasonably to be known to cause embarrassment or humiliation
- invitations or requests which ought reasonably to be known as unwelcome, whether indirect, explicit, or intimidating
- leering or other gestures
- demands for sexual favours
- unnecessary physical contact such as touching, patting, pinching, hugging, punching
- physical assault

Racial Harassment

includes but is not limited to:

- engaging in a course of comment or conduct that is known or ought reasonably to be known to be unwelcome where such comment or conduct consists of words or action which disrespects or causes humiliation to a member because of his or her race, colour, creed, ancestry, place of origin or ethnic origin.



Examples of racial harassment are:

- slurs, gestures, name-calling,
- innuendoes, or taunts about an individual's racial or ethnic background
- similar remarks about other racial groups made in the presence of another
- unwelcome banter, "teasing" or jokes that are racially insulting or present stereotypical portrayals of racial or ethnic groups
- displaying racist, derogatory or offensive pictures, materials, or graffiti
- refusing to work with or even have contact with an employee on the job or in the Union because of his or her racial or ethnic background
- threats, intimidation, assaults, or any use of physical force or violence because of a member's racial or ethnic background.

Personal Harassment

includes but is not limited to:

- repeated, intentional, offensive comments and/or actions deliberately designed to demean and belittle an individual and/or cause personal humiliation.

Examples of personal harassment include:

- verbal abuse
- unwelcome gestures
- actions that invade the privacy of personal property of co-workers and/or fellow members
- spreading unfounded or misinformed rumours that unjustly damage a co-worker's or Union member's reputation
- intimidation, threat, coercion, blackmail.

If you are a victim of harassment:

Say No.

Tell the harasser(s) clearly that you do not welcome their actions or remarks. You may want someone with you if you choose to confront the harasser.

Tell Someone.

Inform a designated representative of the incident. All such discussions will be treated confidentially. The purpose is to resolve the complaint before it reaches the stage where a formal complaint is necessary.

Document What Happened.

Write down the date, time, locations, names of witnesses (if any), how you were harassed, and how you responded.

If you are accused of harassment:

Stop.

If you are told your actions or speech are unwelcome or unwanted, then stop and listen. Remember: it is not up to you to define what is uncomfortable for another person.

Resolve.

You may be approached informally with concerns about alleged harassment. This is a good opportunity to resolve the incident in a positive manner.

Document.

Write down the date, time, location, names of witnesses (if any), and your interpretation of the incident.

Structure of GSU

Grain and General Services Union (ILWU • Canada)

The GSU is made up of 15 locals within their own collective agreements.

Under GSU's constitution, each local is autonomous when it comes to making decisions about its own affairs. For example, each local handles its own collective agreement bargaining, decides what kind of committees or meetings it wants to have, and can put in place any other assessments, education or other goals.

Each local elects representatives to the GSU's board of directors, the Joint Executive Council (JEC). The JEC makes decisions about the operations of the union as a whole and is responsible to GSU Policy Conventions held every two years.

Every employee represented by GSU pays union dues, a percentage of their gross regular pay that finances the operations of the union. Dues are not deducted from overtime, bonuses, disability benefits, or workers' compensation benefits. The exception is when the employer continues to pay the employee's full wages while on workers' compensation leave.

When the JEC decides a change in dues is necessary, it sends a motion to the membership of each local to vote on the proposed change. Each member of GSU is entitled to vote on the issue, and a majority of 66 percent is required to approve any change in dues.

Every two years, elected representatives of all the locals attend the GSU's policy convention. Besides conducting business of the union and debating issues, delegates also elect the GSU's president, two vice-presidents, general secretary, and five Defense Fund directors. The elected president and vice-presidents serve as the Executive Committee of the union until the next convention.

Any GSU member who has signed a union card is entitled to run for office in their local. By being elected to represent their local on the JEC, members then have the right to attend convention and run for president, vice-president, or general secretary.

GSU Executive Committee

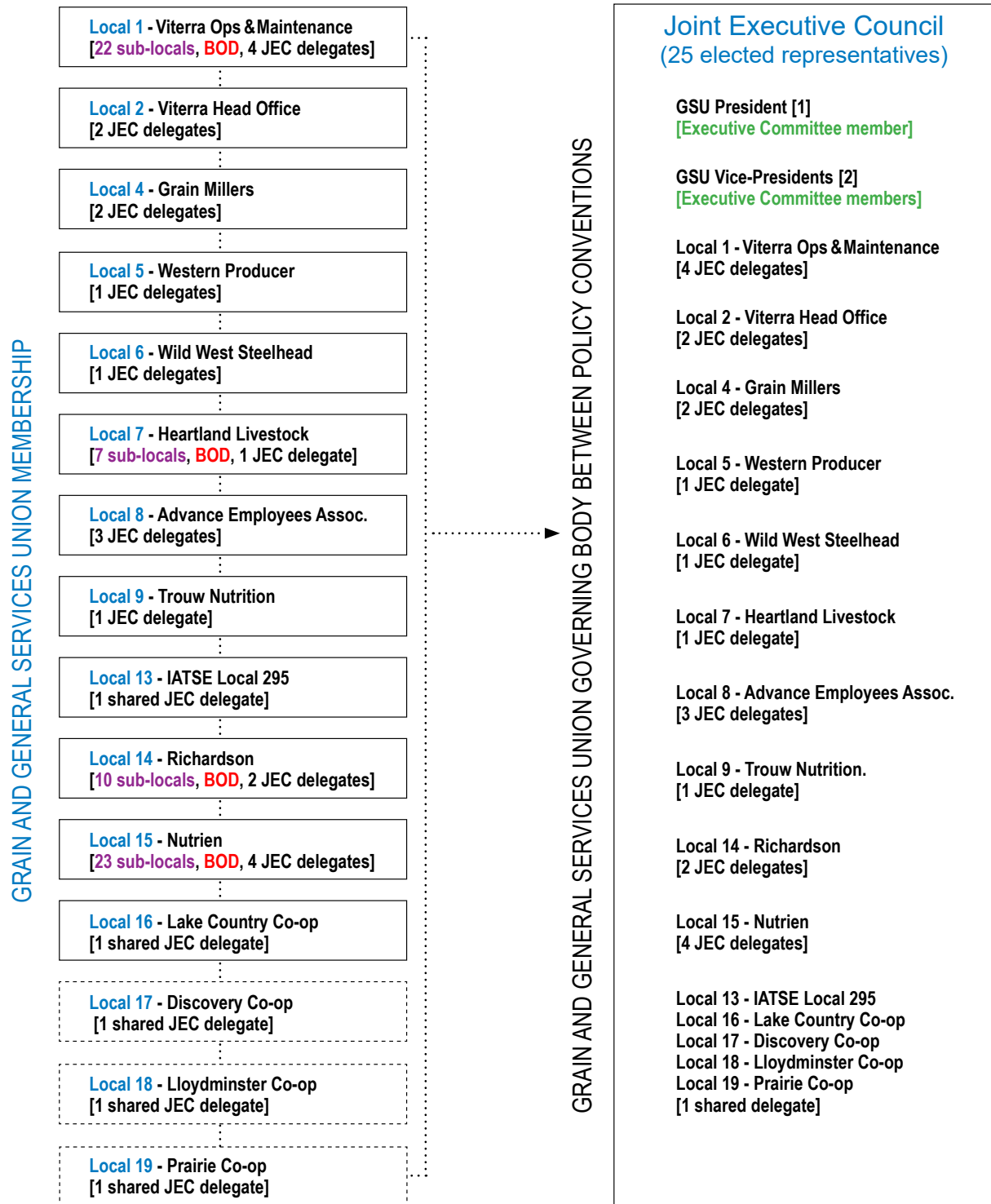
GSU's president and two vice-presidents constitute the executive committee of the GSU.

Your current executive committee members are James Brown, GSU president; Michelle Houlden, GSU vice-president; and Brett North, GSU vice-president.

The executive committee oversees the business of the GSU and formulates policy between meetings of the Joint Executive Council. They are entitled to exercise the authority of the Joint Executive Council on an interim basis between meetings of the Joint Executive Council and such actions are carried out on an interim basis until they are confirmed at the next meeting of the Joint Executive Council.

GSU Structure

[as at March 2021]



GSU Locals, Sub-Locals with Locations

3/10/2021

Local 1 Viterra Country Ops and Main			Staff Rep.
	Sub-Local 1.1	Balgonie	Steve
	Sub-Local 1.2	Saskatoon	Dale
	Sub-Local 1.3	Moose Jaw	Donna
	Sub-Local 1.4	Yorkton, Ituna, Waldron	Hugh
	Sub-Local 1.5	Humboldt	Donna
	Sub-Local 1.6	North Battleford, Wilkie	Dale
	Sub-Local 1.7	Belle Plaine	Hugh
	Sub-Local 1.8	Grenfell	Steve
	Sub-Local 1.9	Weyburn	Steve
	Sub-Local 1.1	Raymore, Cupar	Steve
	Sub-Local 1.11	Strongfield	Steve
	Sub-Local 1.12	Carnduff, Fairlight	Steve
	Sub-Local 1.13	Tisdale, Valparaiso	Donna
	Sub-Local 1.14	Wadena, Foam Lake	Donna
	Sub-Local 1.15	Rosetown, Kindersley, Biggar	Dale
	Sub-Local 1.16	Swift Current, Gull Lake	Hugh
	Sub-Local 1.17	Canora, Kamsack	Hugh
	Sub-Local 1.18	White Star	Dale
	Sub-Local 1.19	Melfort	Donna
	Sub-Local 1.21	Luseland	Dale
	Sub-Local 1.22	Lloydminster	Dale
Local 2	Viterra Head Office	Regina	Steve
Local 4	Grain Millers	Yorkton	Steve
Local 5	Western Producer	Saskatchewan, Alberta, Manitoba, Ontario	Dale
Local 6	Wild West Steelhead	Outlook	Dale
Local 7	Heartland Livestock		
	Sub-Local 7.1	Regina	Donna
	Sub-Local 7.2	Moose Jaw	Donna
	Sub-Local 7.3	Swift Current	Donna
	Sub-Local 7.4	Yorkton	Donna
	Sub-Local 7.5	Prince Albert	Donna
	Sub-Local 7.7	Lloydminster	Donna
Local 8	Advance	Regina	Hugh
Local 9	Trouw Nutrition	Chilliwack	Steve
Local 13	IATSE 295	Regina	Steve

Local 14 Richardson Pioneer			Staff Rep.
	Sub-Local 14.1	White City, Edenwold	Steve
	Sub-Local 14.2	Langenburg	Hugh
	Sub-Local 14.3	Melville	Hugh
	Sub-Local 14.5	Carrot River	Donna
	Sub-Local 14.6	Assiniboia	Hugh
	Sub-Local 14.7	Maple Creek	Hugh
	Sub-Local 14.8	Unity	Dale
	Sub-Local 14.9	Kindersley	Dale
	Sub-Local 14.10	Davidson	Steve
Local 15 Nutrien Ag Solutions LTD.			
	Sub-Local 15.1	Regina	Steve
	Sub-Local 15.2	Saskatoon, Aberdeen, Colonsay, Delisle, Viscount, Ag R&D	Dale
	Sub-Local 15.3	Central Butte, Moose Jaw	Donna
	Sub-Local 15.4	Ituna, Theodore, Waldron	Donna
	Sub-Local 15.5	Humboldt, Watson, Drake	Donna
	Sub-Local 15.6	Wilkie, Rockhaven, Hamlin, Fielding	Dale
	Sub-Local 15.7	Gravelbourg, Kincaid	Hugh
	Sub-Local 15.8	Grenfell, Indian Head, Lemburg, Monmartre, Wolseley	Steve
	Sub-Local 15.9	Weyburn, Torquay, Radville, Fillmore	Steve
	Sub-Local 15.1	Raymore, Southey, Watrous	Steve
	Sub-Local 15.11	Craik, Liberty	Steve
	Sub-Local 15.12	Carnduff, Redvers	Steve
	Sub-Local 15.13	Tisdale, Porcupine Plain, Valparaiso	Donna
	Sub-Local 15.14	Wadena, Kelvington, Foam Lake	Donna
	Sub-Local 15.15	Rosetown, Dinsmore, Eatonia, Elrose, Eston, Kindersley, Landis, Perdue	Dale
	Sub-Local 15.16	Swift Current, Morse, Shaunavon	Hugh
	Sub-Local 15.17	Canora, Norquay	Hugh
	Sub-Local 15.18	Albertville, Birch Hills, Rosthern	Dale
	Sub-Local 15.19	Melfort, Ethelton	Donna
	Sub-Local 15.20	Nipawin, Choiceland	Dale
	Sub-Local 15.21	Kerrobert, Luseland, Macklin, Major	Dale
	Sub-Local 15.22	Paradise Hill, Neilburg, Maidstone, Edam	Dale
	Sub-Local 15.30*	Regina Head Office	Steve
Local 16 Lake Country Co-op	Prince Albert		Dale
Local 17 Discovery Co-op	North Battleford		Dale
Local 18 Lloydminster Co-op	Lloydminster		Dale
Local 19 Prairie Co-op	Cupar, Strasbourg		Steve

Hugh	12
Dale	20
Steve	20
Donna	18

Oath of Office

"I hereby sincerely pledge my word to the members of the Grain and General Services Union (ILWU • Canada) that I will

- truly and faithfully perform the duties of my office in accordance with the Constitution and policies of Grain and General Services Union, and
- that I will act in a manner consistent with continued representation by the Grain and General Services Union."

A union's strength
comes from the strength
and unity of the members
in the workplace.

Thank you for taking
time to attend the
convention and represent
the members of the union.



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or 1.855.384.7314 (Saskatoon)

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Saskatoon phone 306.384.7314

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Brett North, GSU vice-president

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