

# GSU Political Action Policy

## DRAFT

We often define **politics** as politicians and political parties, but politics are the actions surrounding groups of people who make decisions.

GSU focuses on **political action**. Political action for GSU is member education on labour issues, lobbying governments, and empowering members to work for the change they want to see. Political action is one tool that GSU and members can use to enact positive change in our communities, province and country.

We focus on the political issues important to our members and all working people. Even though GSU uses political action to achieve the goals of the union, it is important to emphasize that we are non-partisan and do not endorse any specific political party. This includes abstaining from financial or other donations to political parties.

GSU will engage in political action by educating members on worker issues, lobbying all levels of governments, participating in or funding research, and supporting groups and causes.

We firmly believe that politics and political action cannot be ignored. To enact change, we all must be aware of the challenges of working people, understand the importance of current events, and recognize the consequences of failing to take action.

Date of Adoption: [Date]

Review Date: [Date]

# GSU Special Funds Policy

**DRAFT**

## **Purpose**

GSU experiences cyclical and occasionally irregular financial demands due to:

- periodic activities and operational necessities that are required to operate the organization, and
- the nature of our income sources.

To help manage expenses, GSU will establish four Special Funds and allocate money annually to build a buffer or pool of funds to fulfill its requirements.

## **Process**

All money allocated to these Special Funds will be budgeted and reported on annually to GSU members. Money from these Funds will be strictly utilized for its designated purpose, and any deviation must be approved by the JEC or at Convention.

## **Special Funds**

<b>FUND</b>	<b>ANNUAL BUDGETED AMOUNT</b>	<b>TOTAL TARGET OF FUND</b>	<b>TIME TO REACH TARGET</b>	<b>PURPOSE</b>
Building Maintenance Fund	\$5,000/year	\$40,000 maximum in fund	8 years to target	To build a reserve of funds for larger building issues. (Sewer/Basement and Third floor insulation)
Convention Fund	\$35,000/year	\$70,000 maximum in fund	2 years to target	GSU conventions are held every two years. This fund will help evenly distribute the costs of convention, preventing any undue burden on one year over another.
Retirement Fund	\$4,000/year	\$20,000 maximum in fund	5 years to target	The expense of retirement or severance is one that may not be expected. This fund will help GSU prepare for these costs.

Contingency Fund	\$5,000/year	\$25,000 maximum in fund	5 years to target	GSU's budgeting approach is thorough, aiming to prepare for unforeseen circumstances. This fund will provide support to GSU during periods of uneven or unexpected income and expenses.
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These funds will be maintained within the Operating account and tracked and identified as special funds.

Date of Adoption: [Date]

Review Date: [Date]

# GSU Collective Bargaining Policy

**DRAFT**

## **Purpose**

Collective bargaining is the foundation to member representation. Even though it cannot be simplified into a rigid set of steps or processes, GSU believes that adhering to certain steps throughout the process is beneficial.

## **Process**

All legal regulations and GSU's Constitution and Bylaws must be followed.

## **Bargaining Prep**

Members must be consulted when determining the bargaining package to be taken to their table, including but not limited to meetings, surveys, conversations, etc.

When electing a bargaining committee, members must agree to the following terms of office.

*"I will uphold the ideals of GSU with integrity and dedication. I pledge to prioritize the interests of our members above all else, without seeking personal gain. I will faithfully represent the needs and concerns of our members in all negotiations and decision-making processes. I vow to maintain honesty and transparency in my dealings with our members, ensuring their trust and confidence in our union's mission. So help me, colleagues and comrades."*

When developing the proposals for bargaining, the GSU Bargaining Priorities or Concerns list must be presented to the decision-making body to consider. GSU will identify areas to target or weaknesses in collective agreements and share them with Locals prior to bargaining.

## **Negotiations**

During negotiations, GSU staff must have at least one member on the bargaining committee who will serve as the lead negotiator.

As best practice, a second GSU staff member may attend along with the GSU staff member who is the lead negotiator. Their role of this second staff member will be to take detailed notes and be a support person for the lead negotiator.

When finalizing draft agreements, there should be an agreed-upon time frame for when they will be ready.

## Documents

All bargaining proposals or package of proposals must be dated and contain the following preamble:

*"The following agreement renewal bargaining proposals are based on policy direction given by members of GSU and adopted by their duly elected representatives. These bargaining proposals are submitted on a without-prejudice basis to the right of the GSU bargaining committee to amend, modify, set aside or introduce new proposals as required or in response."*

Copies of all GSU and company proposals must be saved on the Shared Drive in a dated bargaining folder in the corresponding Local's folder.

The final signed agreement must be scanned and included in the Shared Drive bargaining folder. The original signed agreement must be kept in the Regina office with all the other signed agreements.

Date of Adoption: [Date]

Review Date: [Date]

# GSU Dues Rebate Policy

## Background Information

In 2011, the Joint Executive Council was looking for ways to engage and empower GSU Locals and encourage members to become more active. It was decided to \*rebate\* money from membership dues back to GSU Locals to use to engage the membership. The money would be available each year for all Locals, but would need to be used each year and not to be carried forward. So, *Use It or Lose It* each year.

Locals were encouraged to use the money with the goal being to engage and include their members. Whether it was for membership BBQs, holiday meals, draws and giveaways, or even to donate the money to local charities or causes, it was left to each Local and Sub-Local to decide how they wanted to use their rebate.

## Practice

GSU will provide a Dues Rebate of \$1 per member per month to each and every GSU Local or Sub-Local each year. The Dues Rebate will be used to benefit and engage Local GSU members by allowing them to directly vote and decide how to use the money. Dues Rebate funds will not be available to be paid out directly to members as money; it can be paid out as a reimbursement to members for approved expenses.

This money will be available on demand and will not carry over to the next year. If a Local doesn't spend all their Dues Rebate in a calendar year they can't spend the remaining amount the following year.

GSU Locals and Sub-Locals are encouraged to think outside the box and use their Dues Rebate in creative and participatory ways that benefit their members.

## Process

Each calendar year, Locals (without any Sub-Locals) and Sub-Locals (but not the Local) will be provided with a Dues Rebate of \$1 per member per month. This money will not be directly paid to Locals and Sub-Locals. Rather, it will be disbursed only if Locals and Sub-Locals vote to use the money for specific reasons.

The dues rebate will be paid to reimburse members or staff for Local or Sub-Local approved Dues Rebate expenses. Members or staff will have to complete an expense form and submit it to the General Secretary.

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Review Date: [Date]

## UPDATE:

At the 2023 GSU Biennial Policy Convention, a resolution was on the floor

*“That the annual dues rebate structure be changed so that the rebate is provided to the Local instead of the Sub-Locals.”*

This was debated and a friendly amendment was made;

*“That the annual dues rebate be restructured so that the Sub-Locals that are smaller receive a minimum annual dues rebate no less than \$xxxx.”*

After more debate this resolution was referred to the JEC for direction.