

**SEMI-ANNUAL MEETING OF THE JOINT EXECUTIVE COUNCIL OF GRAIN AND
GENERAL SERVICES UNION (ILWU CANADA) held in the Ramada Plaza, Regina,
SK - Oct. 11 & 12, 2023**

GSU President

Jim Brown (Local 1 - Viterra)

GSU Vice President

Sheila Tran (Local 2 - Viterra)

Local 1 (Viterra Operations & Maintenance)

Matt Denomie

Local 2 (Viterra Head Office)

Kaylee Yanoshewski

Howard Wilson

Local 4 (Grain Millers)

Synklita Smith

Local 14 (Richardson Pioneer)

Curtis Shiels

Local 8 (Advance)

Doug Peterson

Scott Weisenberger

Local 9 (Trouw Nutrition)

Ian Campbell

Local 15 - Nutrien

Brian Cowan

David Jones

Victoria McLeod

Anastassia Oborotova

GSU staff

Steve Torgerson, General Secretary

Lynn Woods-Nordin, Assistant General Secretary

Donna Driediger, Staff Representative

Brian Lark, Staff Representative
Mason Van Luven, Staff Representative
Rebecca Forness, Payroll & Accounting Administrator

Absent with regrets: Jerid Clarke (Local 14 – Ricardson Pioneer)

These minutes reflect the disposition of the meeting. 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.

CALL TO ORDER

General Secretary Torgerson called the meeting called to order at 10:10 a.m.

Torgerson acknowledged that we are on Treaty 4 land and the traditional territory of Indigenous people and land of Metis and encouraged everyone to continue to learn and move down the path of truth and reconciliation.

Torgerson provided an overview of the Joint Executive Council and who it represents. He then asked meeting participants to briefly introduce themselves and the GSU Locals they represented.

AGENDA

Steve presented the agenda for the meeting and elaborated on each item where extra explanation as needed. On top is the agenda. Can move things if necessary.

MOVED by Matt Denomie, seconded by Anastassia Oborotova, that the agenda be adopted as presented. Carried.

MINUTES OF THE LAST MEETING(S)

Torgerson introduced the minutes of GSU's March 2023 biennial policy convention and the minutes of the Executive Committee's September 22, 2023 meeting. Council members took time to review them.

As the business arising from the minutes was discussed, Torgerson noted that beginning with this meeting GSU will be starting a review of its policies, including amendments and adoption where required. Council indicated its agreement. Discussion followed on how best to make this information available to Council members so that they could share it with members. Torgerson suggested the policies could be sent by email and posted in a shared drive with physical copies made available to those who wish to have them.

Council discussed awarding long-term member and GSU officer Michelle Houlden with an honorary GSU lifetime membership. Houlden had recently left the employment of The Western Producer, meaning she was no longer a member of GSU and she had stepped down as GSU vice-president.

MOVED by Jim Brown, seconded by Sheila Tran that the minutes of the GSU 2023 convention be adopted. Carried.

MOVED by the executive committee, seconded by Victora McLeod that the that the minutes of the Executive Committee be adopted as presented. Carried.

MOVED by the Executive Committee, seconded by Kaylee Yanoshewski that during Michelle Houlden's thirty-year career as a GSU member, elected officer for her Local and GSU Vice President, Houlden exemplified what GSU stands for: Determination to stand up to employers, compassion for everyone and their story, a drive to build and energize the working people and selflessness to give of herself. As such, Michelle Houlden shall be presented a Lifetime Membership to the Grain and General Services Union. Carried.

FINANCIAL UPDATE

Torgerson directed attention to the printed financial reports available in the meeting kit (*copy attached*). He encouraged members to ask questions as they arose at any time during his report. Torgerson thanked Payroll and Accounting administrator Rebecca Forness for her assistance in preparing the financial documents and led members through a detailed review of the report, including projections for a \$210,000 deficit.

Torgerson provided details on expenses and challenges which had led to the projected deficit, including increased costs of doing business, retirement of GSU general secretary Hugh Wagner and succession planning and costs, COVID considerations and expenses involved in holding the

2023 GSU biennial convention, challenging bargaining tables, and increased arbitration and legal expenses.

Torgerson advised that there was \$115,000 available in reserve to lessen the blow. Prior to COVID GSU had generally had success following its budgets, and while this budget was a planned negative, Torgerson stated that going forward overspending consistently and planned deficits would not be an option. He emphasized the importance of spending members' money appropriately and said Council would be called upon later in this meeting to set priorities, determine what steps are necessary to rectify this situation and where we would be going from here.

Torgerson reported on the recent use of an expedited arbitration process which greatly speeds of up the process for reaching a decision while reducing the costs involved in an arbitration. Not all arbitrations are eligible for this expedited process, but having this new tool in our arsenal is useful and cost effective.

Lifestyle break

Council was invited to continue final discussion and request clarity on the financial report.

MOVED by Scott Weisenberger, seconded by Howard Wilson that the financial report be adopted as presented. Carried.

DEFENSE FUND

Attention turned to the financial report.

Torgerson provided a high-level review of the Fund, how it is monitored, maintained and used; what is paid in, who pays in, who has access to the money, and the responsibilities of the Defense Fund Board. He also outlined the current process and how money used beyond entitlement was addressed through repayment or forgiveness by the Defense Fund. Council reviewed the Defense Fund contributions and Local breakdown in detail and Torgerson answered questions as they were raised.

12:05 noon – 1:00 p.m. - Lunch Break

Torgerson introduced former GSU member and vice president Michelle Houlden and welcomed her as she joined the meeting.

Attention returned to the review of the Defense Fund as at the end of 2022. It was agreed that it will take time to make any changes, and eventually the decision of how to move forward should be made by the membership or delegates to GSU policy convention. Torgerson indicated he would also be working with the Defense Fund board to create rules and policies surrounding the Fund and those would flow into a GSU convention or report of the Joint Executive Council.

MOVED by David Jones, seconded by Kaylee Yanoshewski that the report of the Defense Fund as of Dec. 31, 2022 be accepted. Carried.

Allocation of union funds and priorities for GSU were discussed in detail.

PRESENTATION

President Jim Brown welcomed Michelle Houlden to the meeting and thanked her for her extensive and committed service to the union. He read aloud the motion carried by Council earlier in the meeting and presented Houlden with an honorary GSU Lifetime Membership plaque.

Houlden accepted the award and shared her appreciation for GSU and the many opportunities, experiences and friendships that had come her way through her involvement in GSU. She encouraged everyone to continue guiding and mentoring workers, and to keep fighting for a better, fairer world.

Lifestyle Break

GSU LOGO

Council considered updated options for GSU's logo. Torgerson provided a brief history of previous GSU logos and the addition of General to the union's name. Considerable discussion was held on GSU branding, the current and proposed logos.

MOVED by Scott Weisenberger, seconded by Howard Wilson that we include additional options and take them to the membership for a vote. Carried.

GENERAL SECRETARY'S REPORT

Council members followed along as Steve Torgerson lead people through his first report as GSU's general secretary.

Torgerson emphasized the importance of involvement and engagement of Council members in the union. He said the more information members received the more questions they would have, and that was a positive as questions mean people are trying to understand and engage – not challenge.

MOVED by C. Shiels, seconded by Jim Brown and Sheila Tran that the general secretary's report be accepted and distributed to GSU members. Carried.

GSU is about making lives for working people and everyone in our communities better.

MOVED by Victoria McLeod, seconded by Kaylee Yanoshewski

BE IT RESOLVED that the additional dues being paid into the GSU Defense Fund by members/employees represented by GSU shall continue until December 31, 2024, subject to review by members of the union at the 2023 annual Local and Sub-Local meetings." Carried.

LOCAL REPORTS

Council members and staff reps were invited to give oral reports, which they did.

CONVENTION RESOLUTIONS REPORT

Torgerson directed attention to the Convention Resolution Report in the meeting kits. The document contained resolutions passed at GSU's 2023 biennial policy convention which would be used to guide GSU in the years between conventions and updated as items on the list were completed. Torgerson encouraged members to peruse the document in preparation for its more thorough review the following day. We will continue to check back with it and keep working on the work needed. Please look through the document, review them. We will review them tomorrow and you will see the report updated tomorrow as we work through some of the policies.

DONATIONS

Torgerson lead a review of all donation requests GSU had received. He noted Council had the ability to authorize donations or do nothing as these were simply requests that had been received with no instigation or obligation on GSU's behalf.

Some Council members agreed that given information about a projected deficit earlier in the meeting, it was time to make some serious choices as we decide whether or not to give. They concurred that the Solidarity Fund was entirely different.

MOVED Curtis Shiels, seconded by Anastassia Oborotova that we donate \$700 to the Saskatoon Summer Snack Program in Saskatoon. Carried.

It was agreed that the remaining requests be referred to the Executive Committee before the spring meeting of the JEC.

Adjournment

The meeting adjourned for the day at 4:30 p.m.

Day 2

General Secretary Torgerson called the meeting to order at 9:20 a.m.

Council members completed their expense claims for the meeting.

Policy Review – GSU Policies

As he presented a policy for consideration, Torgerson read it aloud and explained it was being addressed by Council. A thorough review followed presentation of each proposed policy.

POLICY 1 – GSU Conflict of Interest

MOVED Matt Denomie, seconded by Victoria McLeod that the GSU Conflict of Interest Policy be adopted as follows:

Background

Taken from the May 15, 2019 JEC meeting minutes:

“Wagner informed the Council that the GSU has a Conflict of Interest policy that requires officers and employees to declare conflicts of interest and to refrain from being involved in decisions pertaining to related party transactions. Nonetheless, Wagner advised the Council that it would be useful to review and update the policy and/or adopt a whole new policy.”

Purpose

The purpose of this Conflict of Interest policy is to establish guidelines and procedures to identify, disclose, and manage conflicts of interest among our officers and employees. This policy also addresses the involvement of officers and employees in decisions related to transactions involving related parties.

Scope

This policy applies to all officers and employees of GSU.

Definition of Conflict of Interest

A conflict of interest arises when an officer or employee's personal interests or relationships could compromise their ability to act in the best interests of GSU. Conflicts of interest may include financial, personal, or professional interests that could influence or appear to influence an individual's judgment or actions.

Duty to Disclose

All officers and employees have a duty to promptly disclose any actual or potential conflicts of interest to the General Secretary or Executive Committee, as appropriate.

Related Party Transactions

Related party transactions involve transactions, agreements, or relationships between GSU and individuals or entities with whom officers or employees have a close personal, financial, or professional connection. Officers and employees must disclose any such related party transactions to the General Secretary or Executive Committee.

Review and Recusal

When a conflict of interest is disclosed or suspected, the GSU General Secretary or Executive Committee shall evaluate the conflict's significance and determine the appropriate course of action. In cases of related party transactions, the conflicted officer or employee shall recuse themselves from any decision-making process related to the transaction.

Carried.

GSU Arbitration Review Process

MOVED by Kaylee Yanoshewski, seconded by Scott Pederson,

Background

GSU currently maintains 15 collective bargaining agreements governing the wages, hours and working conditions of over 1200 members. These agreements establish a grievance and arbitration procedure for resolving disputes concerning matters covered by the agreements, and the union has sole responsibility for determining which disputes shall be carried to arbitration.

The union's costs for pursuing grievances through initial investigative steps to arbitration are substantial, including union staff time, witness and travel costs, arbitrator fees, hearing room charges and, when applicable, legal counsel. The union's resources are necessarily limited.

Grievances may be of many types, ranging from simple to complex, and from relative insignificance to critical importance to individual employees and to the union as an institution. Moreover, the unsatisfactory resolution of a particular grievance can establish precedents detrimental to other cases.

In view of these factors, discretion must be exercised concerning which grievances shall be pursued to arbitration, which shall be settled or dropped, and which require the assistance of legal counsel.

Process

The GSU Staff Representative shall carry each grievance filed and investigate as reasonable under the circumstances, including grievance meetings, interviews, reviewing documents and other evidence. Once the grievance has reached the arbitration step of the respective grievance process and the grievor wishes to continue to arbitration the staff representative will move the grievance to arbitration. Within 30 days of moving the grievance to arbitration the staff representative and grievor will make a submission of a short (no more than 250 words) email with supporting case law to the Arbitration Review Committee summarizing the grievance and why it should move to arbitration. This submission will be anonymous and will not include the name of the grievor.

The Arbitration Review Committee which shall be comprised of a GSU Staff Representative not representing the member, a GSU Joint Executive Committee member (not from the same Local as the member) and the General Secretary. The Arbitration Review Committee shall choose its chair and shall convene as necessary to decide on the progress of the grievance.

The Arbitration Review Committee will render a decision whether or not to move the grievance to arbitration within twenty-one (21) days and will notify the member and staff representative of the decision. Should more time be needed to render a decision the Committee will advise the grievor and their Staff Representative of why and how much extra time is needed.

The Arbitration Review Committee shall report its actions to the JEC at all regular meetings. If the member wishes to appeal the decision of the Arbitration Review Committee, they are able to through the GSU Grievance Appeal Process.

Carried.

GSU Grievance Appeal Process

MOVED by Doug Pederson, seconded by Howard Wilson,

Background

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In view of these factors, discretion must be exercised concerning which grievances shall be pursued to arbitration, which shall be settled or dropped, and which require the assistance of legal counsel.

Process

The GSU Staff Representative, Grievance Review Committee or Arbitration Review Committee, depending on the matter, shall investigate each matter as reasonable under the circumstances and where it is determined that the union will no longer pursue a grievance for various reasons, the member will be notified that the grievance will not proceed.

The member may appeal the decision of the Staff Representative, Grievance Review Committee, or Arbitration Review Committee by notifying the Executive Committee who will act as the Appeals Committee. Any member of the Executive Committee from the same Local as the member is not able to serve on the Appeals Committee. Substitutions to the Appeals Committee may come from the Joint Executive Committee members in the review pool, as long as they didn't serve on a committee whose decision is being appealed. Notice of appeal must be in writing, c/o the GSU union office in Regina, within twenty-one (21) calendar days following the decision to not proceed with their grievance. Should more time be needed to render a decision the Committee will advise the grievor and their Staff Representative of why and how much extra time is needed.

The appeal process shall allow for evidence to be submitted by the member, the staff representative, Grievance Review Committee or Arbitration Review Committee whose decision is being appealed.

The Appeals Committee will render a decision whether to grant or deny the appeal.

The Appeals Committee shall report its actions to the JEC at the next regular meeting.

Carried.

GSU Appeal and Review Committee Policy

MOVED Sheila Tran, seconded by Jim Brown,

Background

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The union's costs for pursuing grievances through initial investigative steps to arbitration are substantial, including union staff time, witness and travel costs, arbitrator fees, hearing room charges and, when applicable, legal counsel. The union's resources are necessarily limited.

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Process

Drawing members from the JEC to populate the Appeals Committee, the Grievance Review Committee and the Arbitration Review Committee is an important part of engaging members and continuing to ensure GSU is a representative organization.

Annually members of the JEC will be asked to volunteer to join a Review Pool of members who can be drawn upon to participate in the Appeals, Grievance and Arbitration Review committees. This pool should be maintained at 4-6 members, this is to not overwhelm volunteers and provide opportunities for more to be involved.

Committee members will be instructed of their role and the process for reviewing grievance and appeals. When drawing volunteers from the pool it will be done in descending alphabetical order, if a volunteer is unable to volunteer then the next name in the pool will be contacted.

If time is needed away from work to conduct the work of these committees, union leave will be requested. As well all reasonable expenses in line with GSU policy will be covered.

Friendly Amendment:

MOVED by Sheila Tran, seconded by Jim Brown that paragraph six be changed to incorporate the following: "... This pool should be ~~maintained~~ **no fewer than at four to 6** members; this is to not overwhelm volunteers and provide opportunities for more to be involved."

Carried.

A vote was conducted on the GSU Appeal and Review Committee Policy as amended, and it was Carried.

GSU staff personal printing cost – Regina Office

Following discussion, it was agreed that the word “Ronni’s” would be replaced by “Tenant’s”.

MOVED by Matt Denomie, seconded by Ian Campbell,

GSU Staff Personal Printing Cost - Regina Office				
	* Ronni's price			
	\$ 0.10	per copy - paper included, 1 or 2 sides, colour or B&W		
	Print Cost B&W	Print cost colour		
	\$ 0.009	\$ 0.077	TOSHIBA RATES	
	Print Cost B&W	Print cost colour	Paper cost	
	\$ 0.015	\$ 0.090	\$ 0.06	ledger
	\$ 0.015	\$ 0.090	\$ 0.02	letter
	\$ 0.015	\$ 0.090	\$ 0.03	legal

Carried.

Lifestyle break

GSU member expense policy

Torgerson indicated that although this wording was adopted at convention earlier this year, formalizing it as a policy grants it additional endorsement.

The Union shall reimburse elected officers and members while on union authorized business and/or activities. Reimbursement shall be made in accordance with the following schedule:

Hotel Accommodation: Hotel accommodation will be single occupancy with no requirement to share accommodations. The reimbursement will be the actual cost of a single occupancy or one half the actual cost of accommodation if shared with another officer or member. Receipt is required for re-imbursement.

Meals: Members will be provided the following meal payments when their work on union business overlaps with a meal. For example, if union leave is for the morning, 9:00 a.m. to 12:00 p.m. then both breakfast and lunch can be claimed. If the union leave is from 4:00 p.m. until 10:00 p.m. then supper can be claimed. IF the union leave is from 10:00 a.m. to 4:00 p.m. then all three meals can be claimed.

In home province - \$14/breakfast, \$19/lunch, \$27/supper. No receipt required for expense.

Out of home province - \$15/breakfast, \$25/lunch, \$30/supper. No receipt required for expense.

Travel: Airfare – the actual cost of a single, regular adult fare. Where it is possible and so desired, a member/officer will be entitled to claim the full cost of the fare for two people under any excursions or discount rates offered providing the cost does not exceed a single regular adult fare. Receipts are required for this expense.

Travel by ground: Bus/Rail- the actual cost of a single, regular adult fare. Receipts are required for this expense. Mileage- the mileage rate shall be \$0.69/km of travel when member is using personal vehicle for travel on union business. Parking-will be reimbursed, receipts are required for this expense.

Wage Loss: All wages lost by a member/officer while conducting union business shall be reimbursed. Members on union leave on a day off shall receive a stipend of \$125 for a half day or \$250 for the full day.

Cab Fare: for travel, receipts are required

Childcare: Pre-approval required for the expense and reimburse actual cost. Receipts are required for this expense.

For all expenses not covered in this list, pre-approval must be obtained prior to the expense being incurred and the expectation of reimbursement.

The GSU Member Expense form must be filled out correctly and submitted to the administrative assistant for approval, processing and payment. Forms may be submitted through staff representatives to pass along for approval and processing.

Carried.

GSU Harassment Procedures

Torgerson noted that while this policy is intended primarily for GSU staff reps, GSU's Joint Executive Council members could reasonably expect to be approached with concerns as well.

MOVED by Kaylee Yanoshewski, seconded by Matt Denomie,

GSU Statement of Commitment

Every worker is entitled to employment free of harassment. Grain and General Services Union is committed to ensuring a productive work and union environment where the dignity and worth of every person is respected. Harassment will not be tolerated and the Grain and General Services Union will take all reasonable steps to prevent harassment and stop it if it occurs.

What happens when a member seek support for harassment or violence in the workplace?

Immediately support the member and listen to them. Tell the members that GSU has internal procedures to protect members confidentiality and that your role is to assist them in this process.

Familiarize yourself with the appropriate labour legislation and the company's policies and procedures on harassment, violence and investigations.

Explain that the process for what is going to happen is not linear and will not always be straightforward, explain what is likely going to happen so they know what to expect, and that you will help them as it takes place.

Confidentiality and GSU Processes

If a staff representative is engaged to represent a member as a complainant/principal party, the respondent/responding party or witnesses should make a note on the members file of this representation, with date and the members role in the complaint or investigation.

All further emails documents related to the complaint should not be saved or accessible on LACRM or the shared drive by other GSU staff. A separate file on the Google Drive should be opened that is only accessible by that staff representative to maintain the members complaint file.

The staff rep assisting the complainant/principal party, the respondent/responding party or witnesses must not share any confidential information with any other GSU staff representative, especially if that staff representative is representing another party in matter.

The General Secretary is not engaged as a representative in the process unless necessary.

Staff representatives can represent multiple witnesses in one matter. Confidentiality of information heard during the process must be maintained.

If staff representatives have questions about the process or items not dealing with specific details of the case, they should ask the General Secretary for help.

If specific situations warrant GSU may bring in outside counsel to assist.

Carried.

GSU Dues Rebate Policy

For context and an update, Torgerson advised that *at* the 2023 GSU Convention the resolution immediately following 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 \$X.”

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

MOVED by Victoria McLeod, seconded by Matt Denomie,

Background Information

In 2011 the Joint Executive Council was looking for ways to engage and empower GSU Locals and 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 the 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 to engage and include their members. Whether it was for membership BBQs, holiday meals, draws and give away’s 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 but instead 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.

MOVED by Anastassia Oborotova, seconded by Howard Wilson, that this motion be tabled until the next meeting of the Joint Executive Council. Carried.

MOVED by Sheila Tran, seconded by Anastassia Oborotova that we do a cost and outline of what a \$50-per-year-minimum dues rebate and three-year cost rollover would be and report back to next JEC.

Carried.

GSU Political Action Policy

MOVED by Anastassia Oborotova, seconded by Kaylee Yanoshewski,

Politics are the actions surrounding groups making decisions. We often think of politics as politicians and political parties, but what GSU focuses on is 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.

Even though GSU uses political action to achieve the goals of the union, it is critical to point out that GSU is non partisan and will not support one political party or another. We are a nonpartisan union that focuses on the political issues important to our members and all working people. This includes no financial or other donations to political parties.

GSU will engage in political action by educating members on worker issues and enabling them to make good decisions. This includes lobbying all levels of government on worker issues to enact change that benefits all in society. We must never forget that politics and political action can not be ignored, to enact change we all must be aware of the issues and realize the importance of what is happening. It is not good enough to complain about what is going on around us, we must understand the consequences if we choose inaction.

Carried.

GSU Scholarship Policy

Friendly amendment to alter the policy GSU's executive committee passed a motion that the GSU amend the scholarship policy to replace the required two-page essay with answers to a series of short-answer questions. The selection process to also be amended to set the selection process as a random process if there are more applicants than available scholarships.

MOVED by Kaylee Yanoshewski, seconded by Ian Campbell,

Background Information

It takes a combination of hard work and educational funding for most students to achieve their goals.

GSU is pleased to offer \$2,000 scholarships to five students who demonstrate an ability and a passion to inspire positive change in their community.

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 dependent scholarships and two are GSU member scholarships.
- If there are no member scholarship applications, all five scholarships will be available to be awarded to eligible dependent applicants.
- Dependent scholarships are available for dependent children of GSU members. Applicants for dependent 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.
- Students can apply every year.
- Students will be awarded a maximum of one scholarship per lifetime.

Deadline for receipt of GSU scholarship applications is June 1 each year.

Our scholarship committee meets in June to determine the successful scholarship recipients and all scholarship applicants are advised of the committee's decision shortly after it has been made. Applicants may complete either the dependant or the member application form and return it to Grain and General Services Union with the following items:

1. 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.
2. A copy of a document from your training institute which confirms your registration.
3. A two-page essay on the chosen topic for the year.

Process

March/April

The scholarship question, application form and related documents are posted on the GSU website and shared with members by email or paper copy in late March or early April. Applicants have until June 1 to have their completed application submitted to be considered for a scholarship.

The scholarship information should be posted a number of times in the weekly *Tuesday Members' Memo* to ensure as many members know about it as possible.

June 2

Once the deadline has passed the GSU staff will review all applications to ensure that they qualify for consideration. To qualify each application must have:

1. Two-page essay written by the applicant and not plagiarized
2. Written confirmation of acceptance to attend a training institute
3. A letter of recommendation
4. A signed union card on file from the parent or applicant.

All applications that qualify for consideration will have the applicant's essay printed, all identifying names/marks blacked out, an anonymous identifier mark placed on it, plus a mark identifying whether it is a dependent or member application and then they are all scanned individually. These scanned anonymous essays will then be sent to the scholarship committee in early June for their awarding of the five scholarships.

June/July

The scholarship committee can decide on how they will decide on the successful applicants, either a meeting in person or via email or phone call.

The criteria for successful applicants are decided solely on the essays written. If only five essays are submitted to the scholarship committee, they must pick all five. If there are six essays then the scholarship committee picks the five best essays to award the scholarships.

No later than the end of July the successful applications will have been chosen by the scholarship committee, the committee will be provided with contact information for all applicants so that they can inform the successful applicants as well as the unsuccessful applicants.

Defeated.

Lunch Break

MOVED by Anastassia Oborotova, seconded by Howard Wilson that the essay requirement be changed to answering a question(s) and keep the rest of the process as it is stated.

Carried.

MOVED by Victoria McLean, seconded by Kaylee Yanoskewski that a scholarship report on the consequences and assessment of the implementation of questions on the scholarship application form be provided to JEC next autumn at their semi-annual meeting. Carried.

Attention of the meeting returned to regular agenda items with the intention of returning to discussion of policies if time allows.

ORGANIZING PLAN

General secretary Torgerson reported on efforts to realize internal and external organization.

Internally, the current servicing roles GSU staff representatives were being reassigned as Torgerson phased out of staff rep duties. In 2024, each staff rep will also become responsible for either Local 1, 14 or 15 to ensure consistencies as they work with their Board of Delegates to drive the agenda of the Local as each Local has different concerns and communication needs and they require different assistance.

Council members were familiar with the struggles faced as members and leaders, and they were encouraged to share ideas for engagement within their membership.

Torgerson reported that work was also being done to update GSU's internal databases.

Torgerson asked Council members to consider how high a priority they placed on organizing new members into the union. After a lengthy and detail discussion, it was agreed that bringing new members into the union was important – both by looking at opportunities among employers who currently had members in the union and outside to employers with workers GSU does not currently represent. Careful balancing of what we are able and capable of doing would be required as staff are very busy with servicing and bargaining responsibilities. If we are to move forward with organizing we will need to commit time, energy and money, and if we don't organize in the short term we will be missing massive opportunities such as P&H, G3, and crush plants that are on our doorstep. Continuing to wait and postpone organizing efforts is no longer an option as we continue to lose members to attrition.

Torgerson asked Council members to discuss organizing priorities and opportunities with each other and the members they represent, and to provide him with feedback.

GSU REVIEW COMMITTEE

Torgerson asked Council members to consider participating in a pool of candidates who would be willing and available to sit on internal appeals and reviews brought before GSU. Any volunteers who were willing to participate would be doing so with full knowledge that it's a new committee, no one has been trained, and you will be supported through this process. Torgerson said GSU had a good process in place and didn't have many appeals, and that the requirements for the position were an ability and willingness to understand other shops and lend a hand when needed.

Ian Campbell, David Jones, Victoria McLeod, Curtis Shiels, Synklita Smith, Howard Wilson and Kaylee Yanoskewski volunteered.

Torgerson thanked the volunteers and encouraged those who had not yet volunteered but were interested to approach him after the meeting.

VICE PRESIDENT VACANCY

Currently, GSU's president is Jim Brown and vice president is Shiela Tran, leaving one vice president position vacant.

Torgerson read aloud the description of the GSU vice president position, noting that in the future he hoped GSU's president and vice presidents would have a portfolio of their specific interests, and to use their roles as officers within GSU to actively engage in related initiatives within the membership.

Torgerson opened the floor for nominees or volunteers for the position of GSU vice president.

Matt Denomie nominates Anastassia Oborotova.

Second call for nominations.

Third and final call for nominations.

MOVED by Howard Wilson, seconded by Curtis Shiels that nominations cease.

Carried.

Anastassia Oborotova was declared to be GSU's new vice president and congratulated.

GENERAL SECRETARY'S REPORT

Torgerson indicated that the vice president notation in his report would be revised to update Oborotova's election.

MOVED Scott Weisenberger, seconded by Anastasia Oborotova that the general secretary's report be adopted as amended. Carried.

GSU EDUCATION

An in-person training course for shop stewards is being set for Nov. 8 and 9. The focus is on recruiting new participants for the training, which will concentrate on handling challenging conversations, fostering workplace engagement, and addressing grievances. A minimum of 10 is required to hold the workshop or we will delay holding it until 2024.

Matt Denomie, Ian Campbell, Curtis Shiels, Synklita Smith and Howard Wilson indicated interest in attention.

GSU CONVENTION 2025

Discussion centered on locations, content, what was liked best and least from past conventions. Comments were recorded.

Based on feedback received, Torgerson committed to Council members being brought in to the convention location the Wednesday evening before convention to facilitate their attendance at a Thursday morning meeting of the Joint Executive Council before convention was called to order at 1:00 p.m. that day.

POLICY REVIEW

Torgerson recommending tabling the remainder of the policies and staff policies that had not been reviewed. He advised that GSU is not without these policies; rather, they are in place awaiting formal adoption.

MOVED by Curtis Shiels, seconded by Kaylee Yanoshewski that we table the policies not addressed at this meeting of the Council, and that they be reviewed at the Council's next meeting. Carried.

OTHER BUSINESS:

Torgerson will be closely tracking GSU's financial situation and doing a year end review to determine the affect of bargaining. Depending on the situation, he may approach the Joint Executive Council at their March 2024 meeting to request that the Defense Fund pay for legal fees as allowed by GSU's 2023 Biennial Policy Convention.

Staff rep Mason Van Luven encouraged members to consider who may want to join GSU and to direct them to Torgerson. He added that Heartland Livestock is seeking employees in Moose Jaw, Swift Current, and Yorkton areas, so if you knew someone who may be interested in doing union work at those yards, please contact him.

Torgerson and president Jim Brown thanked everyone for attending, noting their commitment and time away from work and home was appreciated.

ADJOURNMENT

MOTION to adjourn by Matt Denomie.

Adjourned at 3:05 p.m.

President

General Secretary