

**MINUTES OF THE 11TH ANNUAL GENERAL MEETING
OF LOCAL 70125 (EXTERNAL AFFAIRS), PSAC**

The Annual General Meeting of Local 70125 (External Affairs) was held in Boardrooms A and B of the PSAC Building, 233 Gilmour Street, Ottawa on February 7, 1977.

PRESENT

Executive:	Miss Olga Borsa	- First Vice-President (Interim)
	Mr. John McCormick	- Second Vice-President (Interim)
	Mr. John Poulin	- Third Vice-President
	Mr. Bruce McNeely	- Treasurer
	Miss Eleanor Ryan	- Corresponding Secretary (Interim)

Occupational Groups Represented:

AS	CR
CM	IS
ST	PRC

Guests:

Mr. Andy Stewart, President, Public Service Alliance of Canada
Mr. Don Golding, National President, National Component, PSAC
Mrs. Denise Delaney, National Vice-President, National Component, PSAC
Mr. Lloyd Fucile, Executive Secretary, National Component, PSAC
Mr. Gerry Sarazin, Assistant Executive Secretary, National Component, PSAC
Miss Carolyn Combs, PSAC Regional Representative
Mr. Dave Riffel, PSAC Service Officer, National Component, PSAC
Mr. Rick Jackson, National Director, Countries Outside Canada
Mr. Pat Fortune, Regional Vice-President Outside Canada

The meeting was called to order by the Chairman, Eleanor Ryan at 7:35 p.m. The Chairman introduced the guests and the members of the Local Executive. Pat Fortune was invited to introduce the guest speaker, Mr. Andy Stewart, President of the PSAC, to address the meeting.

Mr. Stewart thanked the Local for the honour of being asked to be guest speaker.

(See ANNEX "A" page 5)

On behalf of the Local Executive, guests and members, Bruce McNeely thanked the President.

The Chairman then turned the meeting to items on the agenda.

1. Adoption of the Minutes of the Annual General Meeting, February 2, 1976.

The Chairman asked for approval of the adoption of the Minutes.

M/S/C D. Morton/M. Sheldon that the Minutes be adopted as amended.

Amendments: Errors and omissions - Page 1 - Executive list, First Vice-President was vacant; Guest Speaker, Miss Delaney to read Mrs. Denise Delaney.

2. Executive Officer's Reports

Dave Riffel, PSAC Service Officer, and Past President of Local 70125 was asked to read his President's report up to December 31, 1976, his departure date.

(See ANNEX "B" - page 14)

The Interim President's report of George Stewart was read by Eleanor Ryan.

(See ANNEX "C" - page 18)

The First Vice-President's report was read by Olga Borsa.

(See ANNEX "D" - page 18)

The Second Vice-President's report was read by John McCormick

(See ANNEX "E" - page 20)

The Third Vice-President's report was read by John Poulin

(See ANNEX "F" - page 20)

Report of Honoraria Committee - Presented by Dave Morton

(See ANNEX "G" - page 21)

M/S/C D. Morton/B. Dogterom

3. Financial Report for 1976 - Presented by Bruce McNeely, Treasurer

(See Annex "H" - page 23)

M/S/C B. McNeely/J. Poulin

4. Budget for 1977 - Presented by Bruce McNeely, Treasurer

(See ANNEX "I" - page 24)

M/S/C B. McNeely/D. Morton

Miss Carolyn Combs was asked to address the meeting. Miss Combs stressed the importance of members becoming involved in their Local and the benefits of the Education Courses offered through the Local. She thanked the Executive for their cooperation over the past year.

Mr. Rick Jackson spoke to the meeting and gave a brief review of his activities as National Director for Countries Outside Canada.

5. COMMITTEE REPORTS - Presented as follows:

- Education Committee - ANNEX "J" page 25
by Olga Borsa
- F.S.D. - ANNEX "K" page 26
by Dave Morton
- Membership - ANNEX "L" page 26
by George Stewart, read
by Bruce McNeely
- Publicity - ANNEX "M" page 28
by Marcelle Beaulieu
- Steward - ANNEX "N" page 28
by Bob Phillips
- Ottawa-Hull Area Council - ANNEX "O" page 30
by Miki Sheldon

6. GROUP CHAIRMEN REPORTS - Presented as follows:

- CR - ANNEX "P" page 31 by B. Bisson, read by John Poulin
- ST - ANNEX "Q" page 32 by M. Nicolaou, read by D. Ouimet
- AS - ANNEX "R" page 34 by John McCormick
- PRC - ANNEX "S" page 35 by Ed Walsh
- CM - ANNEX "T" page 35 by Dave Morton
- IS - ANNEX "U" page 36 by Miki Sheldon

Mr. Gerry Sarazin, Assistant Executive Secretary, National Component, PSAC was asked to address the meeting.

7. ELECTION OF LOCAL EXECUTIVE OFFICERS

The Chairman turned the chair over to Don Golding, National President, National Component, PSAC.

ELECTION

President	-	John McCormick	Acclamation
First Vice-President	-	Dave Morton	"
Second Vice-President	-	Olga Borsa	"
Third Vice-President	-	Joan Sparks	"
Recording Secretary	-	Maureen Taylor	"
Corresponding Secretary	-	Agatha Morey	"
Treasurer	-	Bruce McNeely	Re-elected by acclamation

8. ELECTION OF CHAIRMEN TO STANDING COMMITTEES

Membership	-	Barry Kemball	Acclamation
Education (from the floor)	-	Marlyn Maki	"
FSD	-	No nominations	
Publicity	-	No nominations	
Steward	-	No nomination	

9. ELECTION OF DELEGATES AND ALTERNATES TO OTTAWA-HULL AREA COUNCIL

Eleanor Ryan nominated Miki Sheldon	-	Elected
Bruce McNeely nominated Eleanor Ryan	-	Elected
Miki Sheldon nominated Joan Sparks	-	Elected
(Olga Borsa nominated Agatha Morey but she declined.)		
Olga Borsa nominated Danielle Ouimet	-	Elected

Mr. Don Golding, National President, National Component, PSAC, was called upon to address the meeting.

Immediately following the meeting the members of the new Executive took the Oath of Office, administered by Mr. D. Golding.

There being no other business the meeting adjourned at 10:35 p.m.

Refreshments were then served.

Edna Cottrell / Maureen Taylor
Secretaries to Meeting.

TRANSCRIPT OF ADDRESS BY MR. A.I. STEWART, PRESIDENT OF THE PSAC
TO THE ANNUAL GENERAL MEETING OF LOCAL 70125 FEBRUARY 7, 1977

Madame Chairman, fellow members of the Public Service Alliance

It seems these are the days of short introductions. I was just settling down for a smoke and I thought perhaps I would at least have time to light a cigarette. I want to tell you how I almost didn't make it here tonight. Dave Riffel your very efficient and proficient service officer in the National Component - he's still on probation and I think he needs to be - (laughter) - said to me in the elevator just after lunch "well I guess I'll be seeing you tonight" and I looked at him rather aghast and he said "oh you're speaking at the 70125" and I said "is that right"? I did recall receiving a letter or a phone call sometime ago from your pro tem president Brother Stewart, and he said he would follow it up with a letter. He followed it up with a letter but my secretary didn't follow through from her desk to mine, so I found out after I was talking to Dave this afternoon, he had in fact followed through, and I checked and I found that George had suggested that I spend 30 minutes discussing where I felt that the Alliance should be going in the next years and months between now and the next convention. You know, someone said a few months ago, in this day and age of so much difficulty in the employer/employee relationship, that everything is moving so fast you don't know whether you're leading or whether you're being chased. I think that's probably a pretty apt expression of these days but as President Lincoln said "I always like it when I get a kick in the pants. Then I know I'm leading".

I think there are a number of areas that not only myself but all of us at the Alliance will be directing your attention to in the ensuing months and indeed in the ensuing years.

The Canadian labour movement is one area to which we must direct our attention although it is not a very popular subject in the Ottawa-Hull area where we have limited participation. You know there are many people, when they examine the monies that we pay monthly and annually to the Canadian Labour Congress and to the various federations of labour in the provinces, that look on that contribution from the Public Service Alliance of Canada and try on the other hand to offset the contributions with a real tangible benefit in terms of a return, for that contribution, in term of dollars and cents. I think that this is an attitude that we as members of the Public Service Alliance of Canada, but more particularly, we as members of the Canadian Labour Movement have got to move away from. I think rather than looking at the tangible benefits that may be returned to us by virtue of our affiliation with Canadian Labour Congress and for our men, we should be considering in the full context what is our participation in the Labor Movement in Canada. And if one examines it on that basis I think that we come to the realization that we must be participating in the Canadian Labour Movement, not only because we want to be affiliated with the Congress and as some of those critics would say we want to be protected, have our jurisdiction protected against raids from other unions particularly, inside the Canadian Labour Congress. I think that we as Trade Unionists have a much greater responsibility in our operations within the Canadian Labour Movement. I believe, and I sincerely believe, that we should be directing our efforts more to what we can put into the Canadian Labour Movement rather than what we can get out. I think we, and perhaps at this time particularly we, have much more to be gained, as perhaps any other Union in Canada, from the organization of the unorganized and I think that we should be strong advocates in the Canadian

Labour Movement to get the Congress and its organizers off their proverbial hocks and do more organizing in the field of white collar workers.

The reason I'm so convinced of this is that in normal times, and we are not in normal times at this time, when we go to the bargaining table for the largest categories we represent, the admin support category, we are talking about comparability! Indeed, we are directed by the Act, the Public Service Staff Relations Act, which continuously draws our attention to the comparability, regardless of whether we are bound down the road to arbitration or towards a conciliation board report. What is happening in Canada today, and what has been happening over the last number of years, is that the people in the outside sector to whom we must compare ourselves for salary and benefits, remain unorganized. I speak mainly of those large corporations whose white collar work forces are totally unorganized such as the insurance companies, the banks, not to mention the large corporations where perhaps part of their work force is organized by such unions as UAW, Machinists and Steel. Their white collar work forces either have never been approached or a concerted drive has never been made to bring these people into the ranks of organized labour. These are the people that we are talking about when we go to the bargaining table for comparability particularly for people in the admin and foreign service category and the admin support category. I suggest to you that unless we are able to organize more of the white collar workers on the outside, more and more we are going to suffer in negotiations.

At the present time we are not negotiating comparability with the outside, let's face it, we are not. At the present time we are negotiating against a set of artificial standards that have been imposed on us by the anti-inflation legislation. When we recently negotiated an agreement for the communicators or when we recently negotiated an agreement for the CRs, it was not based on what people in comparable occupations and responsibilities were being paid on the outside - it was based on what the maximum allowable would be under the anti-inflation guidelines and in some cases people have said 'thank God' and some of our membership are convinced that they are doing better now than what they would have done had the anti-inflation board had not come along. In some instances it may be true but we've got to look ahead.

Where are we going after the anti-inflation board and its legislation ceases to exist? If during the life of its remaining in effect we are not overly concerning ourselves on what is going on in the outside sector to whom we must compare. It is a well known fact that the commencement of the rapid escalation in the cost of living the people who have been falling behind the most, outside the people on fixed income such as pensioners, are those people in outside employment particularly in the white collar field who must rely on the benevolence of their employers. And even before October 15, 1975 these people had fallen behind in their race to maintain their buying power. Now carry that ahead to the end of the control period. We very well may find ourselves in a position at that time, that because we have been negotiating against a set of false standards, that we will be damn well hard-pushed to get even minimal increases at the bargaining table when we are arguing comparability, because the people on the outside, who, by and large, are unorganized have not even kept up with the increase in the cost of living. This is why I say to you, that if we are able to convince the Canadian Labour Congress perhaps ourselves throw some organizers into the field, to organize white collar people on the outside even to the extent that it may give us enough support so that we can even get one

percent more for our white collar work force, that even if we had to spend a few hundred thousand dollars to accomplish this, it would be rather miniscule compared to what even one percent of salary might be for the 70,000 to 80,000 people that we represent in one category alone.

All of this must come with education. I don't think that the membership of our union and they are no different from others, totally understand the type of situation that is faced at the bargaining table particularly in the Federal Public Service where you are directed by statute to a policy of comparability with the outside sector. We do not argue against comparability. We have supported that statement ever since it was first made by the late Prime Minister St. Laurent in 1955. The only difficulty we have had is tying down any subsequent Prime Ministers to the commitment given by the Government at that time that the public sector employees should have their salaries and other terms and conditions of employment compared to good employers on the outside, the subsequent Governments have never yet agreed to the definition of a good employer.

Another area in the employer/employee relationship which I think we must address our thinking to and I'm very pleased to see that, at least partially, a decision of our own Board of Directors which has directed us to examine the role in the operation of the National Joint Council within the concept of negotiations on certain matters that are applicable across the Public Service as a whole. I am one that is not satisfied, not at all, with the operation of the National Joint Council at the present time. The National Joint Council was established in 1944 when the Government of Canada was having some difficulties maintaining labour peace where workers in all sectors of the economy in Canada were being asked to co-operate with the Government in the war effort but above all to minimize confrontation in order that we get on with the war effort. The only reason the NJC came into being was that the Government of Canada as an employer wanted to practice what it preached. But in the earlier years the National Joint Council, and there were major accomplishments for the National Joint Council, but my God let's examine how long it took for them to come about. The philosophy, the thinking of people within the National Joint Council I don't think has changed a hell of a lot since 1944. I think that there are certain matters that must be dealt with in this form but not in this day and age can we afford, in my opinion, the type of a mechanism such as the National Joint Council which still moves at the same old pedestrian pace it used when it was first set up in 1944.

It is because of the frustrations built into the system where our membership are expecting quick resolutions to some instant problems, we have got to build, to rearrange to restructure, I don't know how, exactly yet, I just have my own opinion, we have got to restructure the National Joint Council so that it is more responsive to the modern-day problems facing the public service employees in Canada and their union representatives. It has got to be revitalized. I'm not suggesting for a minute that it should be thrown out because I think somewhere down this long road - and this is another thing I believe we must be looking at and working towards constantly - somewhere down this long road there must be a vehicle through which all of the unions in the public service can come together in a forum where we can, through coalition bargaining, actually negotiate a wide range of times which are applicable throughout the public service. There is a hell of a difference between what is

going on in the National Joint Council today through a mild-mannered system of consultation and what I'm talking about as being down the road. It must be there, a system of negotiating those matters which apply throughout Canada's public service and when I talk of all public service unions I'm including Canadian Union of Postal Workers which at the present time are not in the National Joint Council. The Letter Carriers' Union are, they came back in a year and a half ago - I'm including all the unions and I think that if we set out to revitalize and rejuvenate, call it whatever you want, the National Joint Council, that all of the unions of the public service will have enough confidence in the new mechanism at least to try it on to see whether or not it's going to work.

I think at the present time, unless we are prepared to move toward a system within our own organization, at least of even category bargaining and then perhaps expanding it, that we are wasting a hell of a lot of your money and a hell of a lot of the manpower resources you people are paying for because we have on occasion I imagine 6 separate negotiating teams marching over to the Bell Tower, sitting in separate rooms over at the Bell Tower, dealing with 6 separate negotiating teams representing the employer, talking about the exact same issues, maybe not at the same hour but at least during the same set of negotiations, and to me that doesn't make sense. We have got to get away from this situation where I as chairman of one negotiating team, Denise, Don the Chairmen of other negotiating teams we are going over there arguing the same things and we know damn well, in the end result, we are going to get the same provisions in the various collective agreements. There has to be something done. Coalition bargaining, I feel, may not be the cure-all, but at least it is going to speed up negotiations, so that the negotiating teams for the various groups can spend more time in much more detail in trying to negotiate those items that are peculiar to the work situations of the individual bargaining units that we represent.

Carrying it further, I think that another thing we must be working towards, within the Alliance, is some system whereby certain issues can be negotiated either at a regional or at a local basis. Don't misunderstand me, I'm not talking about regional bargaining units, but let's take as an example the CR bargaining unit - 50,000 people - some say "well they are all white collar workers, they all have common problems" - but just examine for a few minutes the make-up of the CR group. First of all they are employed, I understand, in some 43 Departments and agencies, in each of those Departments and agencies I venture that they face a different management attitude, there are shift workers, there are people with irregular shifts, there are people that work in isolation, people that work outdoors in extreme temperatures, people that work inside in extreme temperatures, such as in the so-called temporary buildings in Ottawa, people that work in the various countries around the world. Let's examine some of the variations that we have and yet I can see in looking back over negotiations since 1967 the particular problems of a group of 200 CRs here, a group of 300 CRs there, and you don't have to look any further than External Affairs to see some of the departmental problems people have as regards to staffing, etc. But these people have raised their problems. They've raised them time after time after time. Some of them have dropped them now because they feel rather embarrassed because they've been shot down so many times. Sometimes these demands actually get as far as the bargaining table, but because they represent a minority view, in most instances they are rather quickly thrown aside for the good of the greater number. Now what has happened over a period

of years is that some of them are persistent - they keep coming back like people from External Affairs - but others have said "the hell with it I'm not going to get it resolved anyway". So you've got these pockets of discontent showing up, and I don't think we've reached it yet or we would be well aware of it, someday there are going to be so many of these minority groups with problems that when you total them all up they are going to become a majority and when that day comes in a group like the CRs the whole concept of national negotiations is going to break down. I'm convinced of it. So I think that we've got to be working on some sort of framework within Departments and Agencies where problems are raised through the demand process, they have to be raised but we have to establish a framework both within our organization and down through Departments on the other side whereas a resolution of these problems can be negotiated either at the local level or with Departments, and then have the resolution brought back to the main bargaining table. There has got to be a solution worked out in one way or the other, otherwise we are in for one hell of a problem in the future, and I think this is something that we should be looking towards. You know some of the problems you have in External Affairs. I won't say they are totally unique to External Affairs, many of them are. You know that some of the problems of Agriculture or Environment are not the same problems being faced by the CRs, the STs, and the CMs in External Affairs and if there is to be recognition of this, there has to be a process established, in my opinion, whereby we can deal with some of the problems that are rather unique to a Department or unique to a geographical area within the employing Department or within a number of employing Departments.

I'm sure that most of you have heard or at least read of the announcement made by Mr. MacEachen in the House last Friday. It has not yet enjoyed publicity in the Ottawa Press for some reason unknown to me, they may not have understood the significance of it! Mr. MacEachen announced on Friday that a committee is to be appointed to review in full the operations of the Public Service Employment Act. The attention of the committee was specifically directed, in their terms of reference announced in the House, to certain items, nevertheless the terms of reference are broad enough to ensure that any matter now governed by the Employment Act and administered by the Public Service Commission can be raised by any party appearing before that Committee. One thing I was particularly pleased with and those of you who were at our Convention in June will recall that the Convention unanimously endorsed the demand that the Government agreed to seek a union representative on that committee when it and if established. I was very pleased to note that on this three-member committee will be one representative nominated by the Public Service unions. This Committee will, I don't think become too active until perhaps the early fall giving the parties themselves, particularly the unions within the Public Service Commission, to review the positions they have taken in the past with regard to what revisions should be made to the Public Service Employment Act or as some suggested as to whether or not the Public Service Commission should continue to exist. We have already given a good deal of thought to this matter and its many pages of our brief of the Joint Committee or the Senate and the House in 1974-75 which spelled out our thinking with regard to the operation of the Commission and the merit principle of appointments and promotions within the Public Service. It is possible, however, that our thinking may have changed with the passing of time and it is our intention to review in full the positions that we have taken before earlier committees that were given an opportunity to review the Act, so that today our National Board of Directors will have a look and many of the members will have an opportunity to

review the policy previously adopted by that board. This will not however influence at all the stated intention of the Government to introduce certain changes to the Public Service Employment Act sometime this year. I'm sure you are aware that we are anticipating that changes to the Public Service Staff Relations Act will be tabled sometime, at the very earliest in March - it may not be for several weeks after that - but there will also of necessity be changes to the Public Service Staff Relations Act. In other words, where a certain authority or responsibility is now with the Public Service Commission and has been transferred to the employer so it can be made negotiable, there will have to be changes in the Employment Act. There will be some other, I think about 28 or 30 changes made in the Act, (not all will be consequential changes, such things as promotion, as probationary periods following promotion from within will be wiped out - a number of these issues will be dealt with in the immediate changes in the Act) but the overall plan is to do a detailed and complete review not only of the operation of the Commission in carrying out its responsibilities under the Act but for the first time to do a detailed review of the operation of the merit system in the Public Service which really hasn't been examined as to whether or not it is appropriate since the 1918 Civil Service Act was promulgated. We look forward to the progress of this Committee. The Public Service Unions met this afternoon and we have already nominated a representative to act on this Committee.

Another one of the issues which I feel we must address ourselves more towards in the future and that is something I was just quoted on in the Press in recent days. I didn't say that everyone didn't want to go to work in the morning and no one wanted to get up with that vim and vigour and go to work. I didn't say that at all. I just said that there were many thousands of them and I did say that the majority of them are in the Ottawa/Hull area. What I said was that the morale of the Federal Public Service, in my opinion, is bad. Now I had discussions a week ago last Monday - two weeks ago today I guess - with Edgar Gallant and the Public Service Commissioners and they said "well - we don't know exactly how to react to this - is it any worse than it was in 1948?" There is that bureaucratic thinking again. I don't give a damn how bad it was in 1948. Quite frankly I know it's bad now and we've got to address ourselves toward trying to improve. I navigate to the Commission and Treasury Board that really rather than us sitting now as something being very close to bureaucrats ourselves, rather than trying to assess what the morale is ourselves and then trying to apply a bandaid treatment, what we've got to do is an attitudinal survey of the people that are actually on the job. This is, in my opinion, what we've got to do. Let the people identify the problems or how they perceive the problems, the people we represent, and let the management people think too, because the morale is equally as low there if not worse, but we've got to have the people we represent tell us what the problems are, how low the morale is, then some of the solutions which they see. The one solution, I think that we can all agree on, is that there is a way around doing something for some of those people that find themselves in dead-end jobs. You'll find them in every Department or Agency in Ottawa. You'll find them predominantly in areas in Canada where you have a higher population of public service employees. It brings to mind the core to be entered into the "quality of worklife projects" when a person went around unheralded for Treasury Board trying to put bits and pieces of the public service thinking together and he said to a sister in Stats Canada: "what do you look forward to most in your job?" and she was a DA PRO, a data processor, she said "4 o'clock and pay day"; so "what is the most interesting thing you find about your job" she said "when we find a mistake

because then the machines all grind to a halt and then it is man against machine to try and find out where this mistake comes from and that is the most interesting part of my job"; and she said "I assure you we make sure there are mistakes". This is a great dishonesty. I'm convinced that the Government of Canada as the largest employer in this country should be prepared in this case to be the leader. Through proper manpower planning, they can forecast what the vacancies are going to be ten years from now through natural attrition - they can't forecast how many people are going to be forced to resign because they've been given a little bit of a threat but through normal attrition they can forecast to a man how many people will be leaving the public service next year and right up to ten years. What I'm trying to convince these people of is that you have people in dead-end jobs. Do some manpower planning and do an inventory search of the people you have in the work force. For those people that do not at present meet the selection standards to be promoted, counsel them, tell them these are the vacancies that are going to come up through natural attrition over the next one, two, three or four years and if they either on their own effort, with the financial assistance of management, either during working hours or, after working hours are able to get some additional training, at least, at the very least, they will have an opportunity to apply. Obviously they are not all are going to make the promotion, but simply because they can see a bit of light at the end of the tunnel, it's going to give them that little bit of extra drive and I think personally it would do a hell of a lot for the morale particularly here in Ottawa/Hull. I'm running close to my 30 minutes so I'll go a little bit quicker.

Political Activity? That's a good question. I wasn't at the Area Council meeting when Brother Doherty spoke on this. I don't know what philosophy he may have presented at that time but I don't think he and I are going to differ too much. Rightly or wrongly I do not agree that we should be supporting one political party or another, as public service employees. If you as individuals wish to, that's your business. I think my politics are well known and I know some of the politics of you people, but as an organization I think it is wrong for us to advocate full support for one political party. What we have to realize is that come the dawn following an election, that new party becomes the public service boss. Even if we were able to elect an NDP Government in this country, you would find a tremendous transformation that people have found in the provinces of this country. It's like being in the opposition in the normal sense you have a tremendous leeway when you are a member of the opposition but one hell of a responsibility when you take on the responsibilities for management as well. I think, however, that I agree with what Dale Hifford said the other day, I didn't hear the whole interview, that in some respects as people who are compared to people who are politically wise, public service employees in general tend not to interest themselves in matters that are political, almost to the point of being politically ignorant and I think it's wrong. I think, through our education programmes, we must force our members or try and lead our membership, at least to think, to think about the policies of the party in power, what effect they have first of all on public service employees and then secondly at what effect their policies and philosophies has on the labour movement in general. I think we have to examine the platforms of each party and I think this should be done in a normal forum, in membership meetings within the alliance. That's not being political. That is a programme of political awareness and I suggest we don't have enough of it in this organization. Secondly, we must examine if there has to be a differentiation between a party and a candidate.

I have said before and I am convinced that there are many people in this country that will vote for a candidate who has not one iota of the effect that the philosophy and policies of this party would have on the Canadian Labour Movement. I have seen it and I have seen it time and time again. This is something that we have got to correct if the membership of this union is going to be able to vote, and vote knowingly and wisely, for the party that is most likely to have the least detrimental effect on the union movement and the workers in Canada. And I'm not convinced that any of them are totally on our side.

I believe that the present provision, restriction in the Employment Act, must be removed with regard to the political activities of the public service employees. At the present time you have virtually no rights. I think that the Government of the day and the Government of the day in 1962 and 1967 really sold public service employees down the road. I don't think that they had enough faith in public service employees to accept their statement on face that they were not going to violate their oath of office. Every person who is hired into the Public Service in Canada takes an oath. It has been a long time. I don't know how it reads now but one thing is that you will never disclose any information that you gained solely by virtue of your employment in the Public Service. Why should this not be enough? I have no apprehension about agreeing to a policy by the Government, and this is what I hope the Government will move towards later this year, that those people who are Order in Council appointments such as Deputy Ministers and people of that gild should have restrictions because they are the people that are involved in the policy planning, be it monetary or fiscal planning, these are the people that can get out and could use, the opinions expressed in earlier position papers and all this type of thing to work against the Government which they've served. I have no apprehension about agreeing to that but beyond that I say that all the Government of this country needs to do is to trust public service employees to honour the pledge that they made, the oath that they swore when they entered into the public service of this country that they would not divulge information which fell to them solely by virtue of their employment and we need nothing else. There should be no further restrictions on public service employees with regard to political activities as far as I'm concerned.

To end, sister chairman, I believe that something that has already started must be broadened and pursued with vigor and I refer to the first conference of the representatives of the largest affiliate of the Canadian Labour Congress who represent public service employees and that's small p small s including ourselves, the Canadian Union of Public Employees and the National Union of Provincial Government Employees. We, across this country in editorials are being jointly attacked, jointly attacked. It is the public service employee, right across this country, that is now being accused of being the reason why the Federal Government had to impose wage and price controls. We are now the villains, when in point of fact we have to admit that some of the settlements during the last ten years in certain years were higher than that being negotiated in the outside sector, but why? Because we were in a catch-up position and we still are in a catch-up position - in some areas we have not caught up yet! Talk to our people in general labour and trades. Take to some of our people in general services. We're under a common attack. We've got to present a common approach in counteracting the public statements that are being made in this country today.

I am very pleased at the direction given to the Executive Committee at the National Board of Directors the week before last. I think they realize the severity of the situation being faced now in Canada by public service employees at all levels. Daily, if you have access to a clipping service, cut out from the newspapers of this country, you'll find the public service employees under attack. Under attack not because the Canadian Public Service is not one of the best, if not the best in the free society of this world, but because every time there is some sort of a national emergency, public service employees are always going to be blamed/ attacked. We have been given almost an open-ended mandate from the National Board of Directors to counteract the common attacks that have been visited upon public service employees from one end of this country to the other and I'm looking forward to honouring that mandate given to us by the Board. It is a very serious situation. As I said to the Board this is not a situation where you are going to be writing letters and seeking an audience. It it comes to what MacDonald has been forecasting, if it comes and for God's sakes be thinking about it - it's not two years down the road - probably within 12 months.

If it comes to a situation where the public servants of this country are going to be forced by the Government to work under a system of continuing controls then every last one of you, and I use the editorial you, are going to have to give us the support we need. We've got an education programme to do within this organization in order to convince people that this position is right, the only one to follow but we will be coming out to you, if the situation directs, not for a paper war but the closest thing to an all-out war that this organization has ever had and I hope nothing akin to what will ever happen in the future - we will need your support at that time.

Madame Chairman, I would thank you very much for your kind attention and the kind invitation to attend.

PRESIDENT'S REPORT - Covering period February 3 to December 31, 1976Presented by Dave Riffel.

Two recommendations were made in the President's report at the last annual general meeting. One was for an active education committee which we now have and the other was for an active steward committee. Hopefully we will build a stewards committee through our education programme.

At the 10th Annual General Meeting, the following were elected:

President	Dave Riffel
First Vice-President	Edith Dawson,
Second Vice President,	Gerry Stubinski
Third Vice-President	Elva Skuce
Recording Secretary	Mireille Nicolaou
Corresponding Secretary	Eleanor Ryan.
Treasurer	Don Miller (Interim)

The change this year, as in 1975, was normal. After December 31, 1976, your Executive reads:

President	Vacant
First Vice President	Mireille Nicolaou
Second Vice President	Vacant
Third Vice President	John Poulin
Recording Secretary	Vacant
Corresponding Secretary	Eleanor Ryan (Interim)
Treasurer	Bruce McNeely

Edith Dawson was posted to Japn in May and she did all her duties well and more, and we thank you Edith. Gerry Stubinski resigned due to the increased workload and his promotion. Gerry drafted and researched a number of reports for the Local as well as carrying out his assigned duties. Thanks Gerry, we most certainly appreciate it. Elva Skuce retired at the end of the year. She helped research and provide valuable knowledge and input to a number of our reports, as well as carrying out her duties. Thank you Elva and have a happy retirement. To Don Miller for being the Interim Treasurer, our thanks.

I will report the highlights of the year, but it will not show the hours of work, preparation, anxiety and dedication that the Executive has given.

Again this year, the Local prepared and distributed the income tax dues receipts and the CR, CM, ST, GS, LS groups ratification kits.

Many hours were spent in preparation of our Local's participation in Alliance's support to the CLC demonstration on Parliament Hill March 22nd. Unfortunately, we had poor participation from our membership.

On April 14, Carolyn Combs, Lloyd Fucile, Pat Fortune, Eleanor Ryan, Bob Phillips and I met with External Affairs Management to discuss the appraisal system and its problems.

On April 26, Claude Edwards, President of the PSAC, represented the Alliance at the formal signing of the Terms of Reference of the External Affairs Joint Council. Other union presidents were present and representing the Department were the Honourable Allan MacEachen, the Under Secretary, Mr. B. Robinson and other Department officials.

Eleanor Ryan was this Local's Delegate to the Canadian Labour Congress held in Quebec City.

The PSAC Triennial Convention was held in Winnipeg on May 31 to June 4. Delegates from the Local were: Eleanor Ryan, Pat Fortune and Ray Yerrell. Observers were Miki Sheldon, George Steward, Ed Walsh and myself. Andy Steward was elected President and Bill Doherty, Jim Wylie, Paul Gascon and Aileen Manion were elected as Vice-Presidents. Eleanor Ryan was elected as National Director for Ontario. A detailed report from the observers was published in the June Minutes.

On July 28, the Local made a formal nomination of Rick Jackson for the office of National Director for Countries Outside Canada/PSAC. Rick has been subsequently appointed. Our heartfelt thanks to Barry Kamball, the past Director for an extremely well done job.

On September 23, we had our second successful wine and cheese party. This was held in the honour of Mr. Jack Waddell, Executive Secretary of the National Component, celebrating his retirement and thanking Jack for all he has done for us.

On October 12, there was a meeting at the Local Office and the main topic was grievances on appraisals. We invited Ted Done, Assistant Director, Appeals and Grievances Branch PSAC, Carolyn Combs and Lloyd Fucile to advise us and help us come to a consensus.

On October 12, the Local's first education programme started.

On October 14, I attended the CLC Day of Protest on Parliament Hill.

From November 22 to the 24th, Olga Borsa, Eleanor Ryan, Pat Fortune and I attended the Ontario Federation of Labour Convention held in Toronto. The highlight of the PSAC was the election of Eleanor Ryan as one of the Vice-Presidents.

On December 3 and 8, Treasury Board and External Affairs Management met with Terry Kearny and Warren Edmondson, negotiators for the PSAC; Lloyd Fucile, Charlie Bell and Dennis McCarthy from the National Component, Pat Fortune, Dave Morton, Bob Dogterom and myself from the Local to discuss acting pay in relation to our rotational members. We presented our views that we want that clause removed from the collective agreements. The result is that a letter of understanding will be drawn up, that if there are any changes incorporated in any respective collective agreement, changes will be incorporated in the others.

LABOUR MANAGEMENT CONSULTATION

On Feb 4, Lloyd Fucile, Elva Skuce and I met with the Department to discuss units working in french.

On February 10, there was a LMC to discuss the CM designations.

On March 11, there was a LMC for the ST group. A report was prepared, published and distributed around the world.

On March 25, there was a LMC to discuss the grievance procedure paper that was being drafted by the Department.

On June 14, there was a LMC for the Couriers to discuss their working conditions.

On June 18, there was a LMC for the CMs. This was reported on in the September Minutes.

On July 29, there was a LMC for the CRs.

On October 13, the Department called an emergency LMC with the Local to discuss a photostat copy of a notice regarding the October 14th CLC Day of Protest. The President informed the Department that the Local had no knowledge of this and that it did not have the Local's consent.

On November 10, there was a LMC for the PRCs called by the Department. We were informed of plans that are in a preliminary stage, proposing changes to the existing security guard staffing system. We have objected to the Department's proposals.

On November 12, there was a LMC at the Local's request. We discussed the present promotion and appraisal system within the Department. We asked that a review be carried out with the hopes of improving the system.

On November 16, there was an LMC for the Couriers. Items discussed were permanent courier system, courier passports, travelling and clothing allowance, hours of work and insurance allowances.

All told we have eleven LMCs.

EXTERNAL AFFAIRS JOINT COUNCIL

This year, we had five formal EAJCs and three informal meetings. Some of the items that have been completed and reports produced are: Rotationality Paper; Grievance Procedures; Disciplinary Procedures, Alcoholism, Study Group on Staff Accommodation and results of a Transportation Survey. Changes that were proposed to the existing parcel post privileges were withdrawn. The pedestrian crossing item has been completed. Some of the items that are continuing and should be watched for are: Foreign Service Employee Concept, Security, Appraisal and Promotion Systems, Code of Conduct and Insurance Benefits.

We have made some gains throughout our meetings, but most important, we are getting the Department to listen to us and I believe the Department is making an effort in changing and making improvements.

NATIONAL COMPONENT SCHOLARSHIP TO THE CANADA LABOUR COLLEGE (CLC)

The only applicant from our Local is Rick Jackson.

SERVICE OFFICERS

Lloyd Fucile assisted this Local by attending almost all our LMCs, EAJCs and provided advice and handled many problems and grievances. Lloyd is now our Executive Secretary. Charlie Bell was our Interim Service Officer until Gerry Sarazin became the Assistant Executive Secretary.

Carolyn Combs, Regional Representative assisted the Local by attending meetings, handling appeals, researching problems and she was always willing to lend advice. Carolyn was instrumental in the forming of our education programme.

COMMENT

As it was a very busy year and we survived, I can see a more hectic year ahead. Greater participation from the membership will be needed to carry on the high standard that Local 70125 has established.

CLOSURE

In closing, I would like to say thank you to all the Groups and Committee Chairmen for all their efforts and hope that they will continue their good work.

I thank Christine McCorquodale, our part-time staff, who retired this year. To Leonne Kemball, our new staff, thanks for work well done.

The Local thanks Pat Fortune, Regional Vice-President for Countries Outside Canada for helping and guiding our Local.

I thank and congratulate the Executive for a job well done. I could not have had a better group to work with.

A special thanks to Bob Phillips, our Chief Steward. Very few people know the amount of work, time and effort that Bob has put out on our members' behalf and the Local most certainly appreciates it.

My sincerest thanks go to Eleanor Ryan for her support and guidance throughout the year.

Last but not least, I wish to thank Local 70125 for all the opportunities that I have been presented with and I wish you all the very best in the future.

Dave Riffel

REPORT OF THE PRESIDENT (INTERIM) - Prepared by George Stewart read by Eleanor Ryan

I first wish to apologize for not being able to present this report, personally, at our 11th Annual Meeting. It is the first annual meeting I have missed since I returned to Ottawa and became involved with the Local in 1971. Unfortunately I was not the President (Interim) when the date was set for tonight and therefore I must accept the fact that I have missed the address by our President, and the annual reports of all those who worked so hard in 1976 for our members.

As interim President since January 7, I have tried to hold things together in preparation for the January regular meeting, for this meeting and the External Affairs Joint Council tomorrow afternoon (February 8). In addition there have been two Labour-Management meetings for the CM and Courier (MES) group, a subsequent meeting with management and the CM group, a preparatory meeting of the Staff Side for the EAJC and two executive meetings. I will not dwell on the details of these meetings since the responsible executive officers will be reporting in due course.

1976 has been an active and challenging year for Local 70125 but I cannot help but think of the new year and the priority issues ahead of us. The Joint Council has proven itself as an excellent forum to discuss with senior management current issues of real importance to our members. Every effort must be made by the new executive to ensure the effectiveness of this Council. There are two major work areas in the Department proceeding with plans for automation which will affect a large number of our members. The Local must be strong and prepared to protect the rights of its members. There is a movement afoot to replace a major group of foreign service members with military personnel and on a more positive side there are ongoing discussions for a "foreign service employee concept."

Practically every member of this Local will be affected in one way or another by the issues presently before us, and I haven't even mentioned the "biggies" like collective bargaining, anti-inflation controls and our right to a decent pension.

My friends, there will be no place for apathy in 1977. Your new executive will need all the support and assistance each of you can give.

George Stewart

FIRST VICE-PRESIDENT'S REPORT - Prepared by Mireille Nicolaou - read by Olga Borsa

I was elected First Vice-President of Local 70125 on October 18, 1976 to replace Gerry Stubinski who has served the Local so ardently until his resignation last Fall, and who is in part responsible for having influenced me to play a more active role in the Local. Filling Gerry's shoes has not been an easy task, as I had nowhere near his experience and knowledge of union affairs.

However with President Dave Riffel's and Eleanor Ryan's expert guidance, I was able during my short term in office to acquire a great deal of knowledge and experience and to participate in activities which have been most gratifying to me and I hope of benefit to the Local and most important of all, to the membership.

I attended all Executive meetings and provided input in the form of comments and observations on a wide variety of subjects ranging from administrative matters having to do with the operations of the Local Office, to various draft departmental policy papers dealing with personnel matters, and to a review of the department's promotion system for rotational employees. On this last subject, I have accumulated a small dossier of relevant material and other important information which I am anxious to pass on to my successor who will be pursuing this matter in depth. I also acted as recording secretary to the Executive Meetings and produced the minutes of these meetings.

I participated actively in EAJC preparatory meetings, providing comments as necessary on the various agenda topics and I attended the formal meetings of the EAJC as an observer.

I acted as interim President of Local 70125 from December 31, 1976 until January 12, 1977, after Dave Riffel's resignation from the department to join the PSAC's permanent staff. During this time, I convened a meeting of all Executive Officers, Elected Officers, Group Chairmen and Committee Chairmen, for the purpose of filling vacant positions on the Executive during the interim period until this Annual General Meeting, to ensure that preparations were going ahead as planned for the AGM, and that any unfinished business and new business would be brought to the attention of the Local's interim Executive. Thanks to the collaboration of Goerge Stewart, Pat Fortune, Eleanor Ryan and Olga Borsa, and their dedication to our common cause, continuity of the Local's operations were assured. The Local was thus able to keep up as strong a front as ever vis-à-vis our members and vis-à-vis Management, during this period when our strength and credibility could have been affected by the loss of our President and other faithful officers who, for career-oriented reasons, left the Local or the Department within such a short interval of each other.

To wrap up, I would like to say how much I have enjoyed working for Local 70125 and to thank each and every one of you for the wealth of knowledge and experience you have imparted to me during my term in office as First Vice-President and as Recording Secretary. I am sure that this will be most useful to me in my new functions in Personnel Operations Division, and please know that even though I am no longer with you in body, I will still be with you in spirit, and hope to be able to continue contributing to the success of your endeavors from the Management Side.

Mireille Nicolaou

REPORT OF FIRST VICE-PRESIDENT (INTERIM) - Presented by Olga Borsa

I was elected Interim First Vice-President from January 7 to February 7, the vacancy being created because Mireille Nicolaou, the 1st Vice-President, had to resign due to her change of jobs, making her a Management and Confidential Exclusion. During this period, I attended two Local Executive Meetings, one Local monthly meeting and was an observer at a preparatory meeting for the forthcoming External Affairs Joint Council Meeting on February 8th.

I have worked closely with our new Chairman of the ST Group, giving guidance and advice, and helping to organize the ST General Meeting where we held elections for a new Executive Committee. I also spoke about our education course at that meeting. I have answered several enquiries from STs regarding the recent SCY promotions as well as questions on other work-related problems.

On January 10 and 11 I attended as an Observer at the first meeting of the PSAC Women's Committee on Equal Opportunities and reported to our Monthly Meeting on this. From January 22 to 27, I attended a five-day in-residence Local Officers Advanced Training Course which was held in Hull. I found this to be a most exhilarating and rewarding experience and know that it will, and already has, helped me considerably with my work in our Local. The course content was most comprehensive and extremely interesting. We could not have had better teachers than Pam Kirkwood and Carolyn Combs. There were 25 participants and we all found the opportunity to meet and exchange views of tremendous benefit. Most members were from the Ottawa-Hull area but some were from out of town, one from as far as Sault Ste Marie. I would highly encourage any member to take advantage of the opportunity to take such a course, and wish to express my special thanks to the PSAC for having given me this chance.

My duties as Interim 1st Vice-President have been in addition to my Chairmanship of the Education Committee, on which I am reporting separately.

Olga Borsa

ANNEX "E"

REPORT OF THE SECOND VICE-PRESIDENT - Prepared by Elva Skuce, read by John McCormick

When I was asked if I would accept the position of 2nd Vice-President, I was told that it would entail attending a meeting or two a month, but I discovered that there was more to it than that.

I found myself part of a strong team dedicated to fighting unjust practices in the Department. During the past year we, together with PAFSO, were instrumental in achieving a higher level of equality among all the employees of the Department regardless of their rank. In addition, unfair promotion practices were challenged and fairer rules for rotationality were drawn up, among many other things.

It was great to have the opportunity to support a group working towards equal opportunities for all which can create a new and more humane social order in the Department.

Elva Skuce

ANNEX "F"

REPORT OF THE THIRD VICE-PRESIDENT - Presented by John Poulin

I've been in the position of 3rd Vice-President for the past three months. As this was a fairly inactive period for the 3rd Vice President my duties consisted mainly of co-ordinating this year's annual general meeting. Thank you all for coming.

I would also like to thank Olga Borsa for the very informative education committee meetings which she put on. I'd like to recommend that everyone attend these meetings. as they are very informative and I'm sure will be of benefit to each and everyone of you sometime during your career. Thank you

John Poulin ... 21

REPORT OF HONORARIA COMMITTEE - Presented by Dave Morton

The honoraria committee was tasked to consider the awarding of honoraria to members of the Local who have served the Local in an outstanding capacity during the past year.

The chairperson of the honoraria committee for the last AGM expressed the feelings of this years committee when she said: "The Local has never given compensation for such service automatically. Honoraria is not intended as a fee for labour, an incentive for seeking office or chairing committees. We regard it as a token of recognition to those who have not only given their time and energy but have made an outstanding contribution to the well-being of this Local."

The task of the honoraria committee is not an easy one. This Local has been fortunate in attracting some first class people to its ranks. When you take into account the considerable movement of personnel, due mainly to the nature of the Department for which we work, we have been doubly fortunate in maintaining such a degree of excellence in the Local.

The committee has concluded that the following members of this Local have made an outstanding contribution to the Local over the past year and recommends honoraria in the amounts specified for:

ELEANOR RYAN Eleanor has served this Local since its beginnings in almost every executive position. Her tireless efforts have won for the Local a respect in the labour movement far beyond what could normally be expected for a Local of our size. In the past year she has continued to serve as the corresponding secretary in addition to her duties as the PSAC National Director for Ontario and as a Vice President of the Ontario Federation of Labour.

The burden of these duties finally caught up to her and she resigned from the Local executive effective December 31, 1976. However, when we ran into the crisis of the almost complete depletion of our executive in January she was among the first to come forward to ensure that the Local continued to function until a new executive could be elected tonight.

The committee was aware that, for some strange reason, Eleanor has an aversion to money. Accordingly, it is our recommendation that an amount of \$250.00 be approved for the purchase of a set of luggage, of her choice, that will, hopefully, be of use to her in her new positions in the Alliance and the OFL.

DAVE RIFFEL An amount of \$200.00. Until his resignation at the end of December, Dave served unstintingly as President and devoted himself to the well-being of the Local. During his presidency Dave won for the Local an increased respect for our aims and objectives by departmental management, a respect that is very evident in managements relations with the Local.

BOB PHILLIPS An amount of \$150.00. Bob has served the Local as Chief Steward for the past several years. His workload in this area has increased tremendously as more and more members are asserting their rights through the grievance procedure. Bob's presentations at grievance hearings have, in many cases, caused a decision favourable to the employee to be handed down.

MIREILLE NOCOLAOU An amount of \$150.00 Mireille, until her transfer to a Confidential Exclusion position earlier this year, served the Local as recording secretary and first vice-president. She was the Local officer responsible for the SCY group and did a tremendous job in organizing them and assisting them to present their views at LMCs.

GEORGE STEWART An amount of \$150.00. As chairman of the Membership Committee, George has continued to improve the quality of our computerized membership records. He has done this almost single-handedly and despite a decreasing amount of information available through departmental administrative notices. He was also amongst the first to come forward in January of this year to aid the Local in its executive crisis.

The committee wishes to add its congratulations and thanks to the proposed recipients.

I move, seconded by Bob Dogterom, that this meeting approve the proposed honoraria.

Dave Morton

EDUCATION COMMITTEE REPORT - Presented by Olga Borsa

I was elected Chairman of the Education Committee at the Local Monthly Meeting on June 21, 1976.

With the tremendous help, guidance and encouragement of our ex-President, Dave Riffel, Carolyn Combs and Eleanor Ryan, the pattern of a new education program was formulated. It was a course of two months' duration consisting of half-hourly sessions to be held during the lunch hour, twice a week, in the External Affairs Building.

Our first session on October 5 got the program off to a good start. We had limited the enrollment to 20 members so that there would be control and maximum participation of the members. The subjects covered were: Membership - Why and How one becomes a member; the Background of the PSAC and the Future of Unionism; The Local; The Component; PSAC Organization and Functions; Convention; Dispute Settlement, Bargaining Procedure and Bargaining Committees; Collective Bargaining, Coalition Bargaining and Negotiations; Staffing and Appeals; Grievances and the Role of the Steward; Labour/Management Relations; Labour Organizations and Forums; Classifications; The Law and Legislation; Women in Unions and Equal Opportunities for Women. We had excellent cooperation and support from the PSAC by way of speakers and information material. We also had speakers from our own Local who willingly contributed their time and effort.

At the end of the course the participants were asked for comments on the course by completing questionnaires and from these we gained valuable information as to the type of subjects we should pursue. Enthusiasm for the course was very good and all of them felt that they had gained considerably from taking it. From this, we are convinced that there is a need for this type of course and we have plans to continue with it in the near future.

An article on the course was published in the December issue of THE COURIER. A member from one of our posts wrote in and suggested that it would be very helpful if resumes of the course subjects could be made available to overseas members.

I would like to say that I personally have gained tremendously not only from participating in the course myself but from working closely with the experienced and dedicated members of our Local and with the staff of the PSAC, who so willingly helped us to make the course such a success. I wish to express thanks to the speakers who were Pam Kirkwood and Dieter Schachhuber, Carolyn Combs, Lloyd Fucile, Terry Kearney, Marcel Lemery, Ted D6ne, Aileen Manion, Dave Riffel, Eleanor Ryan, Bob Phillips, Pat Fortune and George Stewart.

Olga Borsa

FSD COMMITTEE REPORT - Presented by Dave Morton

Since the last revision to the FSDs the committee has been fairly inactive. Until I was appointed acting chairman in November the committee had been without a chairman since the resignation of Christ Christensen this past summer.

Most of you will be aware that the Study Group on Staff Accommodation released the findings of Dr. Coté's questionnaire in November. The results of that questionnaire are now being reviewed by the SGSA who will consult with the EAJC before submitting their recommendations to Treasury Board.

It is expected that the FSD committee of the National Joint Council will meet in September of this year to review the FSDs and substantial changes to FSD 25 covering accommodation are expected. I would ask that all members who have comments to make about accommodation abroad put these comments, and all supporting documentation, on paper and send them to the Local. Our position at the NJC will be much enhanced if we are able to put forward concrete examples of the problems being encountered and proposals that will lead to solutions to these problems. It is important that the FSD committee begin receiving input now in order to be completely prepared for September so when you read this report in the minutes of the AGM take some time to write us on the subject.

Dave Morton

ANNEX "L"

MEMBERSHIP COMMITTEE REPORT - Prepared by George Stewart and read by Bruce McNeely

The Membership Committee has just celebrated an anniversary! A happy and gratifying occasion, it is with a sense of pride that I can announce tonight that our computerized membership records system is one year old. The system has proven itself over and over again during a very active year for this Committee and Local 70125.

For the benefit of those who have not heard about our records system, I will just mention that we completed the input of our membership records on the Alphatext computer in January 1976. The computer, stores information on each member and potential member employed by External Affairs in Ottawa, across Canada and around the world. The Local can retrieve this information in any format it wishes such as a listing by group or post or membership status. Address labels are an additional feature that has helped greatly with the distribution of union material to the membership.

The following is a summary of the year's activities.

a) - The Annual Distribution of the Income Tax Dues Receipts

In 1976 this involved the sorting of 2300 receipts in two evenings by six volunteers each evening. Our new system cut the time and work by more than half when compared to the 1975 report which stated that 17 volunteers sorted 1800 receipts in five nights.

b) - Ratification Kits

Practically all groups (18) in the Local were awarded new contracts in 1976 which meant ratification ballots had to be distributed to each member. Again the new system facilitated this operation by cutting down the time and work of the volunteers who assisted with the preparation and distribution of the voting kits.

c) - Recruitment of New Members

Following each group ratification exercise, a concerted effort was made to recruit the rand deductees. The result was a considerable reduction in the number of non-members in this Local and an increase in the number of new plastic membership cards for distribution to the new members.

d) - Maintenance of the Records

Our records system is only as good as the information recorded. The Local depends on the accuracy of the Departmental Administrative Notices published each week. Updating and maintenance of the membership records is one of the duties of our Clerk-Typist at the Local Office. This work averages approximately half day a week. Changes to the records are fed into the computer by Alphatext personnel on a regular basis.

The following statistical information will give some idea of the work involved, not only with the maintenance of the records, but of the demands made on the Executive of this Local. All figures are as of December 31, 1976.

LOCAL 70125 MEMBERSHIP RECORDS		2565
<u>PSAC CHECK-OFF</u>		
Local 70125	- Members	1501
	Rands	214 (1715)
Local Z0250	- Members	62
	Rands	7 (69)
Local Z0251	- Members	56
	Rands	4 (60)
Local Z0252	- Members	76
	Rands	2 (78)
		<hr/>
		1922
BALANCE		** <u>649</u>

** The membership records of Local 70125 list all excluded personnel in bargaining groups coming under the PSAC, term employees, personnel who separated from External Affairs in 1976 and members of the Passport Offices across Canada.

There were other highlights in 1976. Early in the year the problem of servicing the members attached to the International Joint Commission was resolved when they were transferred to another Local within the National Component. In March, I completed a comprehensive description of the duties and responsibilities of the Membership Committee and an outline of the procedures for the current records system. At the end of June the results of a membership survey was completed and

discrepancies in our records w-re corrected. At the same time the results of a census of the ST Group were recorded on our computer file giving us the current sub-group classification and level. We welcomed the members of the Library Services Group to the Local during the summer and by September we had received the news of the Brussels Local (Z0250) resuming its active role in union affairs.

On behalf of Keith Wilson, who chaired this Committee for the first three months of this year and myself, I wish to express my appreciation to all who have assisted us during the year. It has been a pleasure working with the 1976 Executive and hope my successor will find it as gratifying.

George Stewart.

ANNEX "M"

PUBLICITY COMMITTEE REPORT - Presented by Marcelle Beaulieu

During 1976 the Publicity Committee was involved in the publication of two issues of THE COURIER. The first edition was published in May 1976, prior to the PSAC Convention in Winnipeg. The second was the December 1976 issue.

Beside THE COURIER, the Committee was involved in preparing and issuing publicity material in connection with the protest march on Parliament Hill in March of that year. I also substituted for the Chairman of the Membership Committee in the preparation and dissemination of ballots for several groups.

I was transferred last September to a small, very busy division and I now find it extremely difficult to find time to devote to the work of the Committee, since I quite often have to work late at night, without much notice - geographical divisions are like that! I feel it would be unrealistic for me to seek re-election. Therefore, I am not seeking re-election.

Before closing I would like to express my thanks to all those who contributed articles for THE COURIER. I would also like to thank Miki Sheldon, Joan Sparks and Ada Pink who gave me a lot of help in the production of THE COURIER. Thank you

Marcelle Beaulieu

ANNEX "N"

STEWARD COMMITTEE REPORT - Presented by Bob Phillips

The past year has been a very interesting as well as extremely busy one for the Steward Committee, which handled a record-breaking 39 formal grievances. This does not include literally hundreds of telephone inquiries dealing with many aspects of the terms and conditions of employment as set out in the contract, acts and appeal procedure: also the administrative work involved in preparing reports, answering correspondence from posts as well as arranging hearings for grievances at all levels and the many grievances at the complaint stage that were either solved or dropped before going to a formal grievance.

I would first like to look at some of the areas where we were not very successful. The first area is those grievances on appraisal reports. Like my report last year and the year before I still find appraisal report complaints among the biggest headaches of the Steward Committee. It is extremely difficult

to fight personal opinions unless there are flagrant errors. In all, out of some 15 grievances on appraisals we won only one. The other area where the committee is experiencing some difficulty is grievances on FSDs. FSDs are unique as the grievor cannot go to a third person to hear the grievance. Under normal circumstances grievances dealing with interpretation or application of a provision of a collective agreement, arbitral award or disciplinary action resulting in discharge, suspension or financial penalty, can be heard by an adjudicator, but FSDs cannot. It is important therefore, that all occupational groups strive to include the FSDs as an annex to their particular contract.

Now, on the brighter side, I would like to inform you of some of our successes:

- Early in the year we received a grievance from Jeddah, Saudi Arabia dealing with diplomatic passports for support staff. Because the support staff were being denied some of their basic civil rights, two support staff members grieved and won at the final level and were issued diplomatic passports.
- A PRC returned early from a posting to Stockholm because of the sub-standard accommodations due to low rent norms. After submitting a complaint to Assistant Under Secretary of State for External Affairs, the rent norm was lifted and actual rents will be paid.
- An employee returned from Mexico City where she had spent some 9 months in a hotel prior to occupying crown leased accommodations. Hotels in Mexico have a practice of cilling occupants separately for TV rentals. When she submitted her claim for TV rental charges to the department, it was denied. We were unable to solve the grievance at the complaint stage so a formal grievance was submitted and won at the final level. She was reimbursed some \$380. Meanwhile two other grievances were received from Mexico on the same complaint and both were allowed.
- A complaint was submitted by an employee who was crossposted to an Iron Curtain country, where he was scheduled to occupy a crown leased accommodation on the 7th floor of an apartment building which had a one way elevator, which means the elevator will take you to the floor that you have pressed but it cannot be called to the floor you are on, lights were without proper fixtures, there were no kitchen cupboards, little or no storage space and no front door bell. He was offered a subsidy if he would accept this accommodation. When he refused he was told that he could jeopardize his position in the department if he should decide not to take it and return to Canada. The next day he purchased his own tickets and returned to Canada, where he reported the incident to the department and the Steward Committee. After many calls by the committee the department agreed that the accommodation was substandard and that they would change it. The employee was reimbursed his complete removal expenses and is still a rotational employee.

There are many more which I could inform you of but I found these to be some of the most interesting cases.

The role of the Chairman of the Steward Committee in Local 70125 is becoming more and more demanding and difficult. With the role of External Affairs representing Canada in countries abroad it makes it extremely difficult to properly serve the membership by supplying an ample amount of stewards to cover each post as well as Ottawa.

The past year has seen the election of many stewards in most occupational groups. But no sooner are they elected than they are posted or become managerial exclusions. Because of this we have very few active stewards serving in Ottawa. Therefore the chairman must take the brunt of the work. As I have been the chairman over the past year I have found it increasingly difficult to serve the members of this Local and to carry out my own job. To survive, this Local needs stewards and until such time as members are willing to come forward and become stewards, not just in name, but active stewards, the complete workload will remain on the Steward Committee Chairman.

In closing, I would like to thank Jackie Trucios, one of the few active stewards in Ottawa for her help in serving the members of the passport office. I would also like to express my appreciation to Dave Riffel and the other members of the executive who gave of their time and energy over the past year. Only those who serve can appreciate the amount of time and work involved in serving the members of this Local.

I would also like to take this opportunity to thank Lloyd Fucile, Carolyn Combs, Charlie Bell and those employees of the PSAC who did such an excellent job of supporting the steward committee.

After some 7 years with this Loca, 3 as Chief Steward, 1 year as 2nd Vice-President, 1 year as Steward to SRB and 2 years as Steward for the CM group, I have decided to take a rest. Therefore, I shall not be running for office this year. I would like to offer my assistance and support to the new committee.

Bob Phillips

ANNEX "O"

OTTAWA-HULL AREA COUNCIL REPORT - Presented by Miki Sheldon

The Ottawa-Hull Area Council continued its practice of inviting guest speakers to its monthly meetings and, during the year that began in February 1976, various people were heard by members, including Ted Done, Assistant Director PSAC Appeals and Grievances Branch, Bill Doherty, PSAC Vice-President, Pascal Ingenito of CUPE, Eleanor Ryan, Ontario National Director and John Martin of the Metric Commission. At the January meeting, OHAC listened to Jim McCarthy of the Ottawa Citizen, explaining the reasons for the Ottawa Journal lockout and the campaign for Journal readers to boycott the paper in an effort to get the employer to bargain properly.

The Area Council was active in co-ordinating the mass demonstration on the Hill against wage controls last March. It also donated \$860 to pay for a half page advertisement in the press for this purpose.

Occupational groups continued to meet, but not as many as OHAC would like. The Library Science Group, which recently chose the PSAC as their new bargaining agent, is working under the Council. It has elected a new executive and is holding meetings under the guidance of a Council executive officer.

Seminars were held during the year and one on superannuation, given by Tren Cole of the PSAC, was very successful, with requests for more on this subject which Council will arrange.

The November financial statement showed a balance of \$2,868.03 and the President reported that about 12 Locals were contributing financially to the OHAC.

A motion to change the Council's meeting date to the second Wednesday instead of the third in the month will be considered at the Annual Meeting on February 16. Reason for the suggested change is that the third Wednesday conflicts with meetings of the Ottawa and District Labour Council, which also meets on the third Wednesday of the month. Since meetings of this Local fall on the third Monday of the month, the change might encourage more of our members to attend OHAC meetings were they not held in the same week.

Generally speaking the Council had a fair year. It is a good forum for discussion and the only place where one can hear viewpoints and problems of members from other departments. Exchanges of ideas with other Locals can be extremely useful and most enlightening. With the added attractions of information on group problems as well as hearing knowledgeable guest speakers, members are strongly urged to attend.

Miki Sheldon

ANNEX "P"

CR GROUP REPORT - Prepared by Benoit Bisson, read by John Poulin

The CR report shall be very brief. For the last year, there has been virtually no CR Executive, and by the same token, no CR Activities.

The best example of the current apathy is the meeting called in the early fall, to try and obtain Bargaining Input. A great total of 3 CRs showed up. If this is a true reflection of the CRs interest in their contract and their working conditions, one can only thank the Bargaining Unit to have done so much with so little.

Now that a new contract is about to be signed, there should be an election for a new CR Executive within a few weeks, and hopefully, an executive that will be able to get some work done.

The last year was a very dull one, but there is always the possibility of an improvement in the future. I am sure that a new executive, with minimal support from the CRs, will achieve that goal.

Benoit Bisson

ST GROUP REPORT - Prepared by Mireille Nicolaou, read by Danielle Ouimet
(Period February - December 17, 1976)

1976 has been an active year for the ST Group. The topics dealt with during the past year ranged from distribution of ballot kits for renewal of our contract, to conversion of the ST-SEC sub-group into the new SCY group, to a near petition to the Under Secretary, and to intervention with management to permit SCY-2s to participate in the interdepartmental FS-1 competition.

We started out the year with a new executive and an LMC was arranged in March, in order to discuss with management some of our primary concerns and to establish a base with them for future consultation and discussion. These topics were: 1) Postings and Assignments for STs and implications of budgetary restraints on this program; 2) Resolutions/decisions resulting from the 1971 ST Study; 3) Reclassification Review.

Also in March, I provided a two page memorandum to Management detailing the ST's views on the department's program on Equal Opportunities for Women and its planned activities for 1976-77. I also provided a two page memorandum to the Local on ST's views of the department's draft policy on rotationality which has since been implemented and I assisted in the formulation of the Local's joint comments on this subject.

In April, as all STs were busy trying to find time to complete their Reclassification Questionnaires, I dealt with many queries arising from this exercise and a meeting was held with management to provide STs with additional guidance in problem areas.

In May, a general meeting was held with Lloyd Fucile and Elizabeth Miller of the PSAC as guests, to explain the terms of the proposed contract. They replied to a series of written questions prepared and submitted by the ST executive and to questions from the floor. Ballot kits were distributed that same week. Many of the questions dealt with implications of the conversion of rotational STs and could not be answered satisfactorily by the PSAC representatives. As a result of negative replies from Management to provide us with the needed information prior to the voting deadline, and because of the fact that the reclassification was tied in with the new contract, a group of STs got together and with full moral support from the Local, they initiated a petition to the Under-Secretary which collected 130 signatures. This action was instrumental in getting Management to convene an ST general meeting to provide us with the much needed information describing the advantages of the conversion in terms of number of promotions at various levels this year. There was therefore no immediate need to go ahead with the petition and this has been left to the new ST executive to reactivate in a modified form, after the present promotion exercise, when it will become evident that serious bottlenecks at the SCY-2 level will be just as real as ever in the future to hamper career advancement opportunities for STs in this department.

A full report on this was sent to all STs at headquarters and at posts abroad over the summer months.

I provided input to the Local Executive on improvements to the Appraisal System and Grievance Procedures on Appraisals. Some of the Local's suggestions on these topics have already been implemented by Management but we still have a long way to go, and I expect the ST Group will continue to provide input to the new Local executive on this most important subject.

After the interdepartmental FS-1 competition was announced this summer, I attended an LMC with Dave Riffel, with whom I share the credit in getting Management to agree to lower the salary level for admission to this competition, permitting SCY-2s to participate. I am proud to announce that one ST was in fact successful and a number of others came very close.

I was involved in setting the stage for a whole series of grievances resulting from late payment of retroactive pay cheques in August, which was averted by quick action on the part of Management at the last minute.

I attended all executive meetings as Recording Secretary and provided minutes of same and input on the various agenda topics; I believe these are covered in details in the President's report. I also attended all preparatory meetings of the EAJC and provided input on various topics dealt with in that forum, and attended the formal sessions of the EAJC as an observer. In addition, I attended most of the Education program sessions held this fall, under the chairmanship of Olga Borsa.

I answered numerous queries from STs abroad and at headquarters on a wide variety of subjects and provided advice and guidance to them on grievances and other problems which are on the record, so I won't detail them here.

Four general meetings were held for the ST Group this past year, along with various meetings of the ST executive in preparation for these.

During the past part of the year, I was 1st Vice-President of Local 70125 and have reported separately on my activities in that position.

As most of you know, as of January 12, 1977, I have been reassigned to a managerial exclusion position within Personnel Operations Division, and because of this, I have reluctantly had to resign from the Local Executive and from the ST Chairmanship. I feel confident that my successor, Danielle Ouimet and her new executive will continue to provide input and support to the Local and to effectively look after the interests of the ST group.

In closing, I would like to thank all those who have been instrumental in encouraging me to participate actively in union affairs and to say how much I have enjoyed serving Local 70125.

This Best wishes for continued success in your present and future endeavors.

Mireille Nicolaou

ST GROUP REPORT (Period December - January) Presented by Danielle Ouimet

After the resignation of Mrs. Nicolaou, I accepted on December 17 to assume the chairmanship of the ST group on an interim basis. In that capacity, I attended the January monthly meeting of the Local and got interested in the various problems brought up by my predecessor and began to familiarize myself with the activities of the Local.

On January 31, a ST meeting was held in order to elect a new executive. I became as of that date permanent chairman for the ST group. At that meeting, we gained three shop stewards among secretaries.

In the coming months, we intend to review proposals for our next contract to provide comments on improving the appraisal system and after the present promotion exercise, to analyse the feasibility of re-activating our petition to the Under-Secretary with a view to improve career growth for the ST group. Needless to say that our first concern will be to find means of making STs aware of what is going on and to solicit their support in an active way.

In the pursuit of these objectives, I am sure I can count on the guidance and support of the Local. I wish to address special thanks to Olga Borsa, Edna Cottrell and Bob Phillips for their encouragement at the very beginning.

Danielle Ouimet
Chairman ST Group

ANNEX "R"

AS GROUP REPORT - Presented by John McCormick

Department's Rotational Policies

In March, Chairman Charles Landon and other members of the group reviewed and commented on a draft circular concerning the Department's rotational policy.

Ratification Kits

Ratification kits were assembled for the new contract and voting was supervised by Charles Landon and other members on the 9th and 10th of June.

Elections

On the 16th of July a general meeting was held and a new AS Group Executive was elected as follows:

Chairman:	John McCormick
Vice-Chairman:	Gerry Stubinski
Delegates:	Jack Turner
	Mike Iswolsky
	Paul Nysnik
	Barbara Kennedy
	Marcel Fortier

Bargaining Proposals

The current contract provisions were reviewed in July and a bargaining proposal was submitted through the local for use in the current contract negotiations.

General

The following items were discussed at a group meeting on September 27:

- Job security
- personnel administration
- appraisal reports
- occupational grouping - reclassification of specialty groups
- PSAC bureaucracy
- language policy - bonus questionnaire
- confrontation attitude in bargaining process
- opportunity for women in AS Group
- membership records
- Day of Protest

Requests from AS Members

Except for items covered in the bargaining proposal there have been no specific requests from AS members.

Posture of AS Group

The AS Group Executive remains available to represent the interests and concerns of the AS membership of Local 70125 and invites any AS members to submit problems related to conditions of employment, concerns about the future, or ideas for improving contracts and conditions of employment.

John McCormick

ANNEX "S"

PRC GROUP REPORT - Presented by Ed Walsh

This will be a brief report, the fact that I was absent for 5 months because of hospitalization and temporary duty. During the course of the year, there were numerous grievances concerning payment of overtime and shifts differential, which I turned over to Bob Phillips our Chief Steward, who processed them through the proper channels and they were all settled in a satisfactory manner. The other big issue of the year was a meeting on November 10, 1976, between Management, PRC Group Chairman and PSAC called by Management to inform us of a preliminary study being conducted on the possibility of staffing of some of the PRC positions with active Military personnel.

As group Chairman I along with Eleanor Ryan did a letter through the Local November 15, 1976, which was sent to all posts seeking their comments and views. We are pleased with the response and are now collating their comments with the National Component and preparing for the forthcoming meeting with Management, which was to be held sometime in December at which time were to be informed of the progress or status on this matter. To date this meeting has not taken place, but today I received a letter from Lloyd Fucile (National Component) saying he has written a letter to Mr. Schioler, Director of Staff Relations and Compensation Division requesting a meeting.

Ed. Walsh

ANNEX "T"

CM GROUP REPORT - Presented by Dave Morton

During 1976 the CM Group of 70125 has, as in the past, been among the most active groups in the Local. The past year has seen many changes affecting CMs; the advent of OCAMS in February, the completion, after 5 years, of the CM-4 to CM-5 promotion exercise etc., have kept the CM Group active throughout the year.

Two of the most noteworthy events were the signing of our first contract negotiated under the AIB guidelines in April and the reaching of a tentative agreement on a new contract in December. The former had the whole-hearted support of the CM Group and was ratified by a large majority. The latter has been a disappointment to the CMs of this Local since we feel we were let down by the PSAC side, especially in areas pertaining to rotational CMs. As a result the CM Group of this Local has been actively soliciting support for a "NO" vote on ratification.

There was one mini-LMC with the CM Group and departmental management in June and another that had been scheduled for December was postponed until January. We continue to feel that LMCs are useful, especially in obtaining information but we are disappointed that the Department continues to be reluctant to take action on problems that are raised at the LMCs.

The past year, as in others, has seen almost a complete change in the Group Executive. The Executive is now composed of Dave Morton, Chairman; Bob Dogterom, 1st Vice-Chairman, Bill Gooch, 2nd Vice-Chairman and Shirley Gillette, Secretary/Treasurer. We have been fortunate in finding willing, knowledgeable and active members to replace members of the Executive who depart on postings. The next year will undoubtedly see another major change in the Executive but we are confident that they will be replaced by other talented and committed members returning from abroad.

1976 was an active and interesting year for the CM Group and 1977 promises more of the same. With the same enthusiasm we have displayed in the past the CM Group of Local 70125 will again be in the forefront of this Local's activities.

Dave Morton

ANNEX "U"

IS GROUP REPORT - Presented by Miki Sheldon

A tentative agreement was reached on January 24 for the 900 Information Officers comprising the IS Group.

The one-year agreement, retroactive to December 27/76, provides a \$1,360 across-the-board increase; four weeks' annual leave after 13 years' service and 5 weeks after 27 years (effective April 1/77); an increase in the meal allowance to \$3.00 and in the standby pay to \$4.00 and \$9.00.

The IS Group was one of the few bargaining units - if not the only one - to enjoy a cost-of-living clause which they had won by arbitration in 1974 and subsequently lost in 1976, also through arbitration. The last award gave the group increases ranging from 6.5 per cent to 11 per cent (IS-1). Treasury Board never recovered from the COLA award of 1974 and, it seems, has been successful in cutting back salaries, if the contract is ratified. The latest agreement offers only 6.5 per cent for the majority of the group.

About 85 per cent of the information officers in the Public Service are employed in Ontario, most of whom are in the Ottawa-Hull area.

Miki Sheldon