

P.S.A.C. LOCAL 70125
(EXTERNAL AFFAIRS)

14th ANNUAL GENERAL MEETING

Date: FEBRUARY 25, 1980

TIME: 7:30 p.m.

Place: 233 Gilmour Street, Boardroom C

A G E N D A

1. CALL TO ORDER
2. INTRODUCTION OF GUEST SPEAKER
3. ADOPTION OF MINUTES - Annual General Meeting, February 5, 1979
4. EXECUTIVE REPORTS - FINANCIAL STATEMENT 1979
5. COMMITTEE AND GROUP REPRESENTATIVES REPORTS
6. BUDGET PRESENTATION FOR 1980 (Proposed dues increase)
7. AMENDMENTS TO LOCAL BY-LAWS
8. ELECTIONS:

| | |
|-----------------------|-----------|
| President | Secretary |
| First Vice-President | Treasurer |
| Second Vice-President | |

ELECTIONS - STANDING COMMITTEE REPRESENTATIVES

| | |
|----------------------------|----------------|
| Foreign Service Directives | Membership |
| Publicity | Steward |
| Education | <i>Welfare</i> |

ELECTIONS OTTAWA HULL AREA COUNCIL

| | |
|-----------|------------|
| Delegates | Alternates |
|-----------|------------|

9. ADJOURNMENT

REFRESHMENTS

5. COMMITTEE REPORTS

STEWARD'S REPORT - Read by Ed Walsh

During the past year, I have assisted in a number of cases of complains and grievances. I also attended several meetings on the possibility of the PRCs being reclassified to Security Managers, which to date has not got off the ground and I doubt if it ever will. At the present stage, the PRCs do not know exactly where they stand.

I also ran 'shot gun' on the hiring of non-public servants into the Department of External Affairs and I can honestly say that my time was not lost. I have no special observations to make except I would like to take the opportunity at this time to thank Miss Maher, President and Mr. Chris Dann, PSAC Services Officer, National Compoant, for their very able support when I needed it. I also thank Bob Phillips, my predecessor.

I am willing to continue to serve as Chief Steward.

M/S/C Ed. Walsh seconded by Rick Murray that the report be accepted as read.

GROUP REPORTS

AS Group: Submitted by George Stewart, Chairman

Two issues confronted the Group in the past year. The first, a recurring one, was the input for contract negotiations. A Committee headed by David Dodge submitted seven demans all of which were included in the package taken to the Treasury Board by the PSAC for this round of barganing. The demands submitted by the Group included the payment of retroactive pay entitlements to employees who resign before the contract is signed; over-time for all levels in the AS group; payment for unused sick leave on resignation/retirement; four weeks leave after eight years; a thirty-five hour week and a dental plan. The pay packet is of course determined by the PSAC so no demand was submitted specifying a certain percentage increase.

The second issue, which the Group supported in principle and took an active role in the discussions leading up to its implementation was the Department's decision to re-institute a rotational AS stream in the foreign service. Again, a Committee, headed by Barry Kemball expressed the Group's concerns with respect to the staffing and classification of the positions, diplomatic privileges for the individuals and the application of the Foreign Services Directives, particularly with respect to the point system.

From the point of view of activity, the Group has not been overly occupied although the interest and support was there when it was needed. A general meeting of the Group was held on May 10 which was attended by approximately 40 members. In the fall, a social evening had been planned but was pre-empted by the EARO Wince & Cheese Party. Two members of the Group also participated in the review of the Local's By-laws, the recommendations of which will be presented here tonight.

The number of members in the Group has remained relatively static. A small core of non-members continue to reject pleas to join the Union.

Finally, I would like to affirm the support of the AS GGroup of the Local and its Executive Officers. We look forward to 1980.

M/S/C G. Stewart seconded by G. Crawford report be accepted as submitted.

IS Group - Read by Miki Sheldon, Chairman

Information Officers write, rewrite and edit subject matter, communicate information by sound and visual means and work in public relations. They number over 900 in the Federal Government, although the actual bargaining unit comprises 828. Their one-year agreement expired on December 23, 1979.

The National Bargaining Committee, which convened on October 8 and 10, served notice to bargain on October 23 and subsequently met with Treasury Board on December 11 and February 7.

Treasury Board has submitted nine demands to reduce existing benefits.

Included in the group's bargaining demands are:

- . an increase of 15 percent for all pay rates;
- . a one-year agreement;
- . four weeks' vacation leave after eight years, five weeks after 20 years, six weeks after 25 years;
- . the addition of one designated paid holiday on January 2;
- . remuneration for sick leave credits on termination of employment;
- . severance pay to be based on total years of services;
- . a 35-hour week;
- . no lay-off during life of agreement;
- . no contracting out; and
- . that the bilingualism bonus currently being paid remain in effect for the duration of the agreement.

Meetings are scheduled with Treasury Board for March 17 and 18.

M/S/C M. Sheldon, seconded by Ed Walsh that report be accepted as read.

SCY Group : Submitted by Margaret George Blagrove (ANNEX "D")

M/S/C M. George Blagrove seconded by M. Sheldon that report be accepted as presented.

6. BUDGET PRESENTATION FOR YEAR 1980 - Submitted by André Laporte, Treasurer.

Copies of the budget for 1980 had been distributed to all members present. André Laporte reminded the members that it was only a budget presentation to be considered by the new Executive.

The big concern of the evening was the increase of Local share of Union dues. No increase had taken place since 1975 in Local's share even though the PSAC and National Component had raised theirs several times. With the separation of the Communicators we lost over 250 members, approximately \$3,000. annual revenue.

André Laporte explained the proposed budget item per item then made the following motion:

MOTION: To increase the Local share of Union dues from 1.00 to \$1.10 per member per month.

Seconded by Emese Francoeur. Motion carried. (ANNEX "E")

7. AMENDMENTS TO LOCAL BY-LAWS : Suggested by George Stewart

Last year the Executive asked that a Committee be formed to amend the By-Laws of Local 70125. As well known, the Communicators formed their own Local which meant that Local 70125 became smaller.

George Stewart and Barry Kemball formed the Committee and presented the changes at the November monthly meeting for discussion.

The main changes are:

- . Number of members on the Executive reduced from 7 to 5 members.
- . At least three of the Executive holding office shall constitute a quorum.
- . Any member of the Local shall be entitled to vote at all regular or special meetings of the Local.
- . At all regular monthly and special meeting seven voting members shall constitute a quorum.

All revisions accepted by the general membership at the Annual General Meeting (February 25, 1980).

8. ELECTIONS:

Carolyn Combs, PSAC Regional Representative, presided over the elections assisted by Cathy Johnston.

Charles Landon reported the results of the Nominations Committee. Nominations were also made from the floor and called three times.

| | | |
|-----------------------|------------------|-------------|
| President | Gary Curtis | Acclamation |
| First Vice-President | Richard Murray | Acclamation |
| Second Vice-President | Patricia Lalonde | Acclamation |
| Secretary | Emese Francoeur | Acclamation |
| Treasurer | André Laporte | Acclamation |

COMMITTEE REPRESENTATIVES

| | | |
|---------------------------|--------------------------|-------------|
| Education | Françoise Maher | Acclamation |
| Membership | Barry Kemball | Acclamation |
| Steward | Ed Walsh | Acclamation |
| Welfare | Bob Phillips | Acclamation |
| Foreign Service Directive | Ruth Hutchinson | Acclamation |
| Publicity | Margaret George Blagrove | |

Nominated by B. Kemball seconded by G. Curtis. Elected.

President Françoise Maher returned to the Chair, thanked Carolyn Combs for presiding the elections. Since Carolyn Combs has been promoted, a small token of appreciation was presented to her on behalf of Local 70125.

Oath of Office was administered by Carolyn Combs to the new Executive.

9. ADJOURNMENT:

M/S/C B. Kemball seconded by D. Larkin that meeting adjourned at 10:00 p.m.

PRESIDENT'S REPORT - Prepared and Submitted by: Françoise Maher

A year ago, the Executive of this Local, with its limited experience, but full of hope and good ideas, started its work with enthusiasm. As months went by, three incumbents of jobs on the Executive, left: Joan LaMarsh, Hélène Goyette and Joan Sparks. In External Affairs, we are used to that kind of movement. We then welcomed a newcomer: Pat Lalonde.

The Executive wanted to put the emphasis on participation, education and publicity. In one instance, on the occasion of the sorting out and delivery of income tax dues receipts, the members participated and made the exercise a great success. As to education, regular PSAC courses were offered and a series of noon courses given at the Pearson Building by Carolyn Combs, PSAC Regional Representative and her colleagues. As to publicity, Frank Haig put out a very good issue of "The Courier" and during the course of the year, proper publicity was made of events, with the means we had, since we were refused paid use of departmental facilities.

Reports on the ongoing business were made by means of the Minutes of the monthly meetings and various departmental notices. Some of the questions studied at the EAJC and LMC meetings have been partly or fully answered like the pedestrian crossing in front of the Pearson Building, the code of conduct, the diplomatic passports as far as security is concerned. Whatever we can think, these meetings are keeping the doors open between management and employees; negotiations take time.

The committee chairmen and some group representatives along with volunteers, looked after specific dossiers and issues that were passed on to them. A good point goes to the SCY and CR groups which were more active this year in looking after their own affairs.

How do we evaluate the work done? Taken into account that the members directly involved with the business of the Local do it voluntarily, in their spare time: noon, evenings, weekends, besides their personal obligations, with a budget of \$1.00 per member per month, much has been done and well done as in previous years. Enthusiasm of the first months needs to be kept alive by support from the members. We can say jokingly, "No news, good news", it is not the way to motivate anybody to keep spending energy on a job which keeps getting more and more interesting, just for the sake of it. Without the involvement and support of more members, Local 70125 will collapse and whether we like it or not, we will be less than a drop of water in an ocean within the PSAC. The dues will continue to increase just the same but, without an active Local, External Affairs members will have no say in their own affairs. This message seems hard but let's be realistic and not count on others. Each of us has its share of responsibility in the work to be accomplished.

My last and pleasant duty is to thank the devoted members of the Executive, all members who gave us a hand in the course of the year with their comments and suggestions. Thank you to our Service Officer, Chris Dann, our Regional Representative, Carolyn Combs, our colleague Eleanor Ryan. At this stage, the whole membership I am sure wishes to pay a special tribute to Leonne Kemball, our Local office clerk, who ensures the continuity of the down to earth business, day after day, and without whom we would often be at a loss. Finally, a sincere thank you to all those who have in a way or another given this Local their support.

February 25, 1980

Françoise Maher

FIRST VICE PRESIDENT REPORT - Prepared and Submitted by:
Margaret George Blagrove

As First Vice-President of the Local since the resignation of Joan Lamarsh in May of last year, I wish to say that I have enjoyed the experience, and I hope that I have helped the outgoing executive, especially Françoise Maher, through my encouragement and support. Apart from the SCY Group activities, which are reported separately, I wish to mention my participation last April in the Ottawa-Hull Seminar (reported on separately). Such information sessions do give one some idea or understanding of the very complex issues relating to the Union. It also affords one more of an idea what is available to its members in the way of educational seminars, courses, etc.

My only other remark would be that I feel very strongly that until a larger number of the membership realize the benefits of participating in their Union affairs, if only to become informed on a number of issues that affect them, there may not be a Union, or at least not one as it is presently formed with too few working on behalf of too many.

Pessimistic but realistic.

Margaret George Blagrove

February 25, 1980

SCY GROUP REPORT - Prepared by: Margaret George Blagrove,
Vice Chairperson, ST. Group

Approved by: Patricia Lalonde, Chairperson ST Group

The activities of the SCY group can be divided into Union and Non-Union activities.

A. Union Activities

Thirteen proposals for the SCY contract (which expired January 9, 1980) were submitted by Margaret Blagrove last July, following a meeting held in June at which seven SCYs were present. Pat Lalonde participated in the first collective bargaining session - at the Component level - in August. Both Ms. Blagrove and Ms. Lalonde attended a number of noon-hour meetings arranged by the PSAC for the purposes of educating the members of the Local. One specifically non-union meeting in October was temporarily turned into a union meeting at the request of the Chair, in order to elect Local group representatives.

B. Non-Union Activities

As a result of two meetings held in October, attended by over 34 SCY members, a Memorandum to the Minister was prepared and submitted by a working group of SCYs in November. At the same time, a meeting with Gordon Smith of the Under-Secretarial Group was held due to both the Minister's expressed concern over, and Management/Personnel's awareness of, a general malaise of the SCY group at Headquarters. Attendance at this meeting was encouraging. There has been no official reaction to the Memorandum. There have however been favourable results following Mr. Smith's meeting, after which staff members of Personnel were asked, and agreed, to speak to our group on specific areas of concern, e.g. promotions, appraisals, career development, assignments and postings. The first such meeting was held January 31 on the subject of "assignments and postings"; 53 SCYs attended.

C. Future Prospects

From the general attendance record at the meetings held during the past year, it would appear that our group favours non-union participation and are willing to meet with Management/Personnel to express their concerns. Thus, we plan to continue such meetings with management on a non-union basis. At the same time, partly in an effort to alleviate anti-union feeling and partly for the purpose of general information, meetings are also being planned with members of the PSAC regarding such areas of concern as appeals and grievances.

February 25, 1980

REPORT OF THE ADMINISTRATIVE SERVICES (AS) GROUP TO THE ANNUAL GENERAL
MEETING OF LOCAL 70125 ON FEBRUARY 25, 1980.

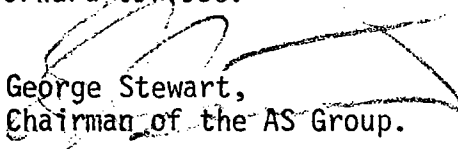
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The number of members in the Group has remained relatively static. A small core of non-members continue to reject pleas to join the Union.

Finally, I would like to affirm the support of the AS Group for the Local and its Executive Officers. We look forward to 1980.


George Stewart,
Chairman of the AS Group.

NOTICE OF MOTION

DUES INCREASE

Notice is hereby given that it is proposed at the Annual General Meeting, February 25, 1980 to increase Local dues from \$1.00 to \$1.10 per month.

Executive

PSAC Local 70125 (External Affairs)

Dated: Ottawa, January 18, 1980

ANOTHER INCREASE IN UNION DUES

STILL MORE MONEY TO BE DEDUCTED FROM YOUR PAY CHEQUES

YES! LOCAL 70125 WANTS MORE MONEY. IN FACT THE EXECUTIVE INTENDS TO PRESENT A MOTION TO THAT EFFECT AT THE ANNUAL GENERAL MEETING ON FEBRUARY 25, 1980.

LET'S TAKE A LOOK AT WHAT HAS BEEN DEDUCTED FROM YOUR CHEQUE FOR UNION DUES SINCE LAST SEPTEMBER....

| MONTH | PSAC SHARE | NATIONAL COMPONENT SHARE | LOCAL 70125 SHARE | TOTAL YOU PAY |
|-------------------|------------|--------------------------|-------------------|---------------|
| SEPTEMBER 79 | \$4.85 | \$ 2.55 | \$ 1.00 | \$ 8.40 |
| OCTOBER 79 | 5.70 * | 2.55 | 1.00 | 9.25 |
| JANUARY 80 | 5.70 | 2.90 * | 1.00 | 9.60 |
| PROPOSED INCREASE | 5.70 | 2.90 | 1.10 * | 9.70 |

WHO NEEDS OUR MONEY MORE -- US OR THE UNION?????

ATTEND THE ANNUAL MEETING ON FEBRUARY 25 AND VOTE AGAINST THIS MOTION. ONLY BY TAKING AN ACTIVE PART CAN THESE CONSTANT INCREASES BE CHECKED!