

# Local 70125

external affairs



## 16th ANNUAL GENERAL MEETING

DATE: FEBRUARY 17, 1982

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 10, 1981.
4. EXECUTIVE REPORTS
5. FINANCIAL STATEMENT 1981
6. COMMITTEE AND GROUP REPRESENTATIVES REPORTS
7. BUDGET PRESENTATION FOR 1982
8. ELECTIONS: President Secretary  
First Vice-President Treasurer  
Second Vice-President
9. ELECTIONS: Standing Committee Representatives  
Foreign Service Directives Membership  
Publicity Steward  
Education Welfare
10. ELECTIONS: OTTAWA-HULL AREA COUNCIL  
Delegates Alternates
11. ELECTIONS: TWO (2) OBSERVERS to the PSAC Convention -  
Toronto - April 1982.
12. ADJOURNMENT

### REFRESHMENT

BIENVENUE A TOUS

ASSEMBLEE

MEETING

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)  
MINUTES OF THE 16th ANNUAL GENERAL MEETING  
FEBRUARY 17, 1982

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1. The President, Gilles Poirier called the meeting to order at 7:30 p.m.

<u>PRESENT:</u>	Gilles Poirier	President
	David Delaney	First Vice-President
	Carol Chilton	Second Vice-President
	Adele Dion	Secretary

COMMITTEE REPRESENTATIVES

Ed Walsh	Steward
Barry Kemball	Membership
Bob Phillips	Welfare

GROUP REPRESENTATIVES

Theo Newton	STSCY
Miki Sheldon	IS

GUESTS

Patrick Fortune, President National Component PSAC  
Eleanor Ryan, National Director, Ontario  
Lloyd Fucile, Executive Secretary, National Component  
Lynn Starchuk, PSAC Services Officer  
Rick Taylor, PSAC Regional Representative  
Anne Ross, President Local 70380 (IT & C)  
Gary Doherty, First Vice-President Local 70380 (IT & C)

Also present were 16 members from PSAC Local 70125.

2. President Gilles Poirier introduced the Local Executive and invited Pat Fortune to address the members.

Pat Fortune told the members for those not aware that he was also a member of Local 70125 and that at one point or another he had filled just about every position on the Executive and really felt it an honour to address this meeting as President of the National Component.

"When I asked your Executive if they had a particular subject they would like me to speak on, just something motivating was their reply.

We don't always have 15 or 20 members at Union meeting in this particular Local, we don't always have a very large participation in Union affairs. This is quite understandable since most of you, all of us, have other interests, other demands on our time and some of us are quite comfortable to see others taking care of our needs. I will say to you this is a bit of a policy in this Local.

For example, we have a Local in London which has gone into trusteeship because we cannot find one person motivated enough to manage the Local - we have another one, which is still a Local but barely hanging in. We have two viable Locals, one in Washington and this one.

What happens if the Local sinks? - what difference is it going to make? It is like asking me, do we need a Union? Without a Union would we ever be in some kind of a mess. Some of you here tonight may not be aware, what we here at this front table do on your behalf. You are unaware because you do not participate. The Union has a great influence on your working life, your working environment and in many cases even on your right to work. How can you get motivated in your Local? Get involve if you don't like it, change it.

It is possible to get involved in your Union and get ahead with your career. It worked for me - once I got involved I was promoted, a promotion I had been waiting for 8 years ! It gives you the opportunity to get involved in certain decisions which otherwise you would know nothing about. You'll have the opportunity to deal with senior management of our Department and others, how to speak and how to think. It can make you a better person.

From my experience in the Department and the Union it can work for you and it also gives you a chance to do something for somebody else. Don't get involve for the salary - there is none - but to help other people. There are members in this room tonight who have been involved for that particular reason, have never sought higher office and have been quite content to sit back and help an employee unable to do it by themselves.

Instead of using energy by trying to put each other down, why not spend it to help one another. We hear it at every level, whether it is in the Union or the Public Service as a whole. Why not stand together and 'pat' ourselves on the back for the good work we are doing all around. Get involve, participate it can make you a better person. Thank you."

Gilles Poirier thanked Pat Fortune.

3. ADOPTION OF MINUTES OF THE 15th ANNUAL GENERAL MEETING Feb.10/81  
M/S/C Barry Kemball, seconded by Ed Walsh. Carried.
4. EXECUTIVE REPORTS  
President's Report - Submitted by Gilles Poirier  
SEE ANNEX A  
M/S/C Gilles Poirier, seconded by Theo Newton. Carried.

First Vice-President Report - Submitted by David Delaney

SEE ANNEX B

M/S/C David Delaney, seconded by Ed Walsh. Carried

Second Vice-President's Report - Submitted by Carol Chilton

SEE ANNEX C

M/S/C Carol Chilton, seconded by Miki Sheldon. Carried

5. FINANCIAL STATEMENT 1981

Carol Chilton, Chairman of the Audit Committee presented the Auditors' Report. Also on the Committee were Richard Beardsley, FI member and Noreen Robinson, CR member.

M/S/C Moved by Carol Chilton, seconded by Barry Kemball that Financial Report be accepted as presented. Carried.

N.B. Copies of the Financial Statement 1981  
are available on request from the Local  
Office.

6. COMMITTEE REPRESENTATIVES REPORTS

Steward Committee: Submitted by Ed. Walsh

SEE ANNEX D

M/S/C Ed Walsh, seconded by A. Dion. Carried.

Education Committee: Submitted by Leslie Logan (ANNEX E)

M/S/C Gilles Poirier seconded by Ed Walsh - Carried.

Membership Committee Submitted by Barry Kemball (ANNEX F)

M/S/C Barry Kemball seconded by David Delaney. Carried

Foreign Service Directives: Submitted by Don Larkin (ANNEX G)

M/S/C Gilles Poirier, seconded by Theo Newton. Carried.

GROUP REPORTS

STSCY Group: Submitted by Adele Dion and Theo Newton

ANNEX H

M/S/C Theo Newton, seconded by Ed Walsh

7. BUDGET PRESENTATION FOR 1982

The President, Gilles Poirier, in the absence of the Treasurer, Bill Skerkowski, on temporary duty in Munich, gave the members present the opportunity to look at the proposed budget and should they have any question, he would answer them.

On behalf of Bill Skerkowski, Gilles Poirier moved that

the proposed budget be accepted as presented.

Motion moved by Miki Sheldon, seconded by Theo Newton.

Again, the President asked is there were any discussion or questions.

The proposed budget was accepted unanimously.

## 8. ELECTIONS

Gilles Poirier turned the chair to Lloyd Fucile, Executive Secretary, National Component for the elections.

Françoise Maher reported the results of the Nominations Committee.

Nominations were also made from the floor and called three times.

The following members were ALL elected by ACCLAMATION

<u>EXECUTIVE:</u>	Gilles Poirier	President
	David Delaney	First Vice-President
	Carol Chilton	Second Vice-President
	Adele Dion	Secretary

TREASURER: Those nominated for the position refused the nomination. Tabled for the March monthly meeting.

## 9. STANDING COMMITTEE

PUBLICITY	Vacant
EDUCATION	Leslie Logan
MEMBERSHIP	Barry Kemball
STEWARD	Ed Walsh
F.S.D	Donald Larkin
WELFARE	Neil Clarke

## 10. OTTAWA HULL AREA COUNCIL

Delegates: Bob Phillips	Alternates: Ed Walsh
Barry Kemball	Françoise Maher

## 11. ELECTIONS: Observers to the PSAC Convention, Toronto, April 1982

The President asked if there was any objections for the Local to elect two observers for the PSAC Convention. When questioned about cost, Gilles Poirier explained that a sum of \$1,000. per observer had been budgeted to cover their transportation, expenses, lodging and loss of salary.

David Delaney, nominated by Gilles Poirier, seconded by Bob Phillips. Elected.

Gilles Poirier called nominations from the floor. Since there were no other nomination, the election of a second observer will be tabled until the March monthly meeting.

Oath of Office was administered by Pat Fortune.

## 12. ADJOURNMENT: M/S/C G. Poirier, seconded by B. Phillips that meeting adjourned at 10:p.m.

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)

16th ANNUAL GENERAL MEETING  
February 17, 1982

1. EXECUTIVE REPORTS
2. FINANCIAL STATEMENT 1981
3. AUDIT COMMITTEE REPORT
4. COMMITTEE REPRESENTATIVES REPORTS
5. GROUP REPRESENTATIVES REPORTS
6. BUDGET PRESENTATION FOR 1982
7. NOMINATIONS COMMITTEE REPORT
8. ELECTIONS

## PSAC LOCAL 70125 (EXTERNAL AFFAIRS)

16th ANNUAL GENERAL MEETING

February 17, 1982

PRESIDENT'S REPORT - Submitted by: Gilles Poirier

Brothers and Sisters, honoured guests, welcome and many thanks for your support and patience during my term of office which began in May 1981 when Brother Gary Curtis left for Jamaica. The past nine months have been informative and enlightening, serving to reinforce my commitment to the labour movement and allowing me to more fully realize the importance of participation in our Local's affairs. I thank the members, committee representatives, fellow local officers, the staff of the National Component and the staff of the PSAC Regional Office and most of all our office manager for providing me with the sound advice and counsel necessary to make the daily decisions required of me.

My activities throughout 1981 included attendance at the National Component Convention in Calgary where I obtained a valuable insight into the problems and concerns of our fellow brothers and sisters across the country. I participated in Labour Management Committee meetings and several External Affairs Joint Council meetings. I took a steward course to more fully understand the role of our basic union representatives. I attempted to stimulate interest in our Local and inform the membership of their rights as PSAC members.

At this moment, the Department of External Affairs is in a state of organizational chaos at the Senior Management levels. The FSD subcommittee of the National Joint Council is attempting to realize its deadline of April 1st 1982 for the Triennial Review. The Department is attempting to ensure that the recommendations of the Royal Commission Report on Conditions in the Foreign Service are studied and implemented as soon as possible. Our rotational service, suffering from low morale and extreme dissatisfaction, is awaiting with ever decreasing patience a response to their unacceptable situation. Along with reorganization and consolidation we are being constantly bombarded with sophisticated management words and phrases to describe the broadening scope of the Department's national and international responsibilities.

What does it all mean and where will it lead us? One thing we can be certain of, this Local will need commitment and support to ensure the rights of its members are continuously looked after. Over and over again, the Department has shown that it considers support staff replaceable, expendable and negligible in the consideration of its basic objectives. We could obtain so much more for our members if our members took the time to care and open their eyes to the injustices being inflicted upon them. We complain about career opportunities yet we do nothing to promote respect and awareness of our needs and desires in the eyes of management.

The Local, the National Component and the Alliance need its members' support to maintain both credibility and effectiveness. The benefits are real and attainable, but they require more than passive acknowledgement, they require active participation.

Thank you.



PSAC LOCAL 70125 (EXTERNAL AFFAIRS)  
16th ANNUAL GENERAL MEETING

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February 17, 1982

FIRST VICE-PRESIDENT'S REPORT: Submitted by Dave Delaney

Over the past year I have served in this Local as a Steward, CR Group Chairman, and finally elected as First Vice-President. 1981 has been a busy year especially with the formulation of the bargaining position of the CR group which was based on our survey completed last year. Don Larkin had the opportunity to present the results of our survey to the National Component level and I attended as an observer to the CR Bargaining Committee where I was pleased to note many of our proposals were fully supported.

As a Shop Steward I received numerous requests for assistance and invariably the bulk of these concern pay. To date my efforts have been mostly successful in speeding up payments.

Having recently taken on the position as First Vice-President, I have had the opportunity to attend the last two EAJC meetings and a recent SCY Group meeting where approximately sixty-five (65) SCYs met with our new ADM of Personnel to discuss the effects of integration.

1982 is shaping up to be one of the busiest years yet, with the recent release of the McDougall Report, FSD Review, PSAC Convention in Toronto in April and integration.

I hope I shall be given the opportunity to serve in this position in the new year.

Thank you.

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)  
16th ANNUAL GENERAL MEETING

February 17, 1982

SECOND VICE-PRESIDENT'S REPORT - Submitted by: Carol Chilton

I recently joined the Department and shortly after, at the November monthly meeting, was elected to this position.

Since I assumed office specific duties have not been assigned, however, I have been able to fill in as needed. I represented the Local at the opening of the Ottawa District Labour Council's new headquarters. I have sat on the Budget Committee and the Audit Committee. As part of the executive I participated in discussions with union representatives from Industry, Trade and Commerce about the amalgamation and pushed for further meetings to gain as much information as quickly as possible in order to clarify the situation.

I would like to say that I have enjoyed working in the Local and look forward to continuing throughout the year.

Thank you.

February 12, 1982

STEWARDSHIP COMMITTEE REPORTED WALSH, Chief Shop Steward, GS (PRC) ChairmanREPORT FOR THE YEAR 1981

This year was a particularly busy one for me. As the only Shop Steward in my area, I was constantly being requested to provide information on collective agreements, working conditions, the union and many other concerns.

As well as providing information I had to make myself available for meetings with grievors, would-be grievors, appellants and collective agreement negotiations.

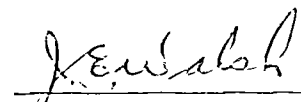
More specifically, I was instrumental in solving many pay problems both before and after they reached the grievance process. I was also involved in several grievances that required me to attend grievance consultations. I was also involved in a group grievance that related to health and safety matters. Further meetings and grievance hearings were held to discuss posting policy and relocation upon retirement.

I attended a number of EAJC and IMC meetings in the Department as well as Local 70125 meetings. I regret that my busy schedule did not allow me to attend more.

On August 4, 5, 6 and 7th I attended the National Component Convention in Calgary, Alberta as a delegate for Local 70125. I also attended a few OHAC meetings.

During this year the GS collective agreement was also signed. I was involved in many meetings concerning this contract and fielded many inquiries regarding new articles: common wage plan, effective date, etc. This involved meetings with the Service Officer on the team and many calls to Chris Dann or the negotiator.

It has been a pleasure to serve the union for another year. I would be remiss if I did not express my appreciation to my fellow members in Local 70125 who provided me with information and help when required and I hope that I can be of further assistance to the union in the struggles which are bound to crop up this year.

  
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J.E. Walsh.

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)  
16th ANNUAL GENERAL MEETING

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February 17, 1982

EDUCATION COMMITTEE REPORT: Submitted by Leslie Logan

As in other years, the members of this Local have not expressed any interest in attending the various courses given throughout the year by the PSAC. Ideally, the reason for this lack of participation is that our fellow sisters and brothers are well-informed and aware of their rights. Sadly, we all know this is not the case in our Local. The Shop Stewards and Executive members can surely attest to this. The term "Sleeping Giant" could perhaps be expanded to include ALL members of Local 70125.

Hopefully the new Executive and Committee members elected this evening will be more successful in generating interest among the members; realizing the importance and benefits of a Local composed of active and aware members.

I would like to extend my congratulations and continued support to the new Executive.

Thank you.

FOREIGN SERVICE DIRECTIVES REPORT:Presented by: Don Larkin, Chairman

During this past year your committee having submitted its recommendations for amendments to the Foreign Service Directives, awaited the commencement of the triennial review. Although it was originally scheduled to start in very early 1981, the lack of a chairman prevented any meetings. Finally a chairman, Mr. G. Warren was appointed and the review commenced in September 1981. In October 1981 meetings were suspended pending receipt of the report of the Royal Commission on Conditions in the Foreign Service.

I would refer you to my report submitted at the January 1982 regular monthly meeting for other details as regarding the current triennial review. However, as of this writing I am deeply troubled that I have nothing concrete to report regarding amendments to the F.S.D.s.

This is directly attributable to the fact that at the meeting of February 4, 1982, we could not agree on consensus because Treasury Board had not altered their position on those items before the committee, even though that position had been developed and tabled prior to the release of the Royal Commission Report. It point in fact the official side position was that the recommendations of the Commission had been reviewed and it was thought that notwithstanding the recommendations in their original position was adequate. When challenged by the staff side it was implied that the recommendations of the Royal Commission were inadequate justification for the staff side to request amendments to the Foreign Service Directives. The staff side were requested to prepare their own case in support of the demands (which of course are the recommendations contained in the Report of the Royal Commission on Conditions in the Foreign Service). This has been done and we have been waiting ever since to meet again.

The first two scheduled meetings of the NJC-FSD Committee were postponed at the request of Treasury Board. Under the circumstances I don't see how the work of the Committee can be completed in order to permit implementation of any amendments by the "tentative" date of April 1, 1982.

I can assure you that we will do everything humanly possible to effect this change in time for the current posting season.

February 17, 1982.

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)  
16th ANNUAL GENERAL MEETING

February 17, 1982

MEMBERSHIP REPORT: Submitted by Barry Kemball

The membership of the Local were a focus point in the operation of the Local over the past year.

The usual sorting, mailing and distribution of some 1885 union dues receipts took place. As you realize the 1982 exercise will, in all probability, be the last due to a Government/Union decision to have dues paid included on T-4 slips. While this will no doubt save membership and Local time we seized on this opportunity in some small way to reach our members and sign rand deductees.

The membership committee has organized and participated in the distributions of various types of material including ratification kits, dispute settlement ballots, arbitral awards etc. to some twelve occupational groups or 1365 members. Some of these groups, i.e. GS, AS, and PM ran through us twice.

All of the foregoing amplified the reasons for keeping the membership records as up-to-date as possible and with the heavy posting programme, movement of personnel within HQ and continual changes in departmental symbols and organization (sic) these records are of direct necessity.

I would also add that the change in responsibility whereby the Regional Offices are now responsible for distribution of ballots of all kinds but not the important area of accountability has indeed made our task within the Local more acute. It would be nice if some dialogue between Components and the Regional Offices was possible but I guess we shouldn't expect too much as three floors separate them.

For those of you who have followed the Local activities on a continuing basis are aware of my other activities.

No committee, large or small can survive without the help and support of those who are willing to assist, even on short notice, and to all of you I can only say thank you sincerely. It is on this that good Locals are built.

Thank you.

*Barry Kemball*  
*Chairman*

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)  
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*Barry Kemball*  
*Chairman*

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February 17, 1982.



GROUP REPRESENTATIVE REPORT

A. Dion, T. Newton, J. Lizé, ST-group representatives

REPORT FOR 1981

Although we did not serve a full term as ST-group representatives, the year did prove to be busy. It began, soon after we assumed our jobs, with a Labour/Management meeting called by APO in response to a grievance submitted by a group of secretaries regarding acting pay and acting status. This meeting was called by APO/APRS in lieu of a grievance hearing, because the PSAC (Chris Dann and Lloyd Fucile) had talked to APRS and agreed that the grievance submitted was not grievable - Management was not in contravention of any regulations or contract agreements.

The outcome of this meeting proved to be unsatisfactory to all sides: No formal minutes were kept; people had to shout to make their point; our PSAC representative, Chris Dann, was summarily and rudely over-ruled by the Head of Personnel, Ms. Beauchemin. In addition, it was not made clear to the group of SCY's who had launched the grievance and were present at the meeting, that the meeting was actually in lieu of a hearing. After one and a half hours, with a great deal of ill-feeling on both sides, the meeting was adjourned.

After some discussion, the ST-group representatives to Local 70125 sent a memo (dated May 7, 1981) to the President of our Local stating that, inasmuch as we had entered the dispute at the 11th hour, we could not contribute any expertise, had not signed the Memorandum to the Minister and wished to disassociate ourselves from the dispute. To date, to the best of our knowledge, the matter remains unresolved.

Over the year, we have sent out 3 "Newsletters" to our constituents, both abroad and in Canada, providing information and updates on our activities. The first one concerned the above-mentioned grievance; the second concerned the ST-group contract which was signed on June 30, 1981; and the third reported on the meeting held between members of the ST groups and the new Assistant Deputy Minister, Mr. A. Eyton. Although this works out to approximately one newsletter per quarter, this was accidental: we had decided to circulate to our clients only when we had something important and timely to address.

In September, Mlle Lizé was transferred to the Under-Secretary's office and became a member of the exempt staff. She therefore resigned her position as a ST-group representative to the Local and has not yet been replaced.

At the beginning of October, at the request of APOD, Adele Dion spoke to a group of newly-jointed SCY's on "The Role of the Foreign Service Secretary". This resulted in approximately ten subsequent phone calls from SCY's with various questions regarding acting pay, FSD's, overtime, increments and rotationality.

In our April 30 "Newsletter", we published a questionnaire asking the membership if they had special concerns they wished to have taken up with Management. By July 15 we had received replies from 14 divisions and 23 posts. This was a reasonable response, and we have endeavoured to answer questions raised or directed the matter to the appropriate division/section of Personnel.

Amongst the three representatives, in the course of the year, we dealt with about 20 prospective grievances concerning overtime pay, hours of work, acting pay, rating reports and promotions. All of these were settled at the divisional level of Management, more or less to the satisfaction of all parties concerned.

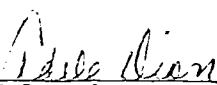
In the middle of June, we called for, and received, six willing volunteers to help the Local secretary assemble the ratification kits for the ST-group contract. With such a large number of volunteers, the work was completed in one evening, and our very efficient Local secretary completed the mailing the next day. However, in spite of our best efforts to publicize the dates for collection of individual ratification kits by the ST-group members here in Ottawa, we had a very poor turnout and there were many complaints from members later on that they had not been aware of the dates/time/place. This was very disappointing, because short of personally delivering each kit to the appropriate office, everything possible was done, and full cooperation was received from APRS regarding booking of conference room, publication of notices, etc.

One problem which arose from this exercise was that of ST-group members abroad voting by telegram, using Departmental facilities. This problem was also experienced by other Groups who voted on contracts this year. This seems to be an instance where the Department is willing to cooperate, but the PSAC is not, because these votes are not "Secret Ballot". This issue should be addressed and resolved before the next contract vote.

Over the year, many people in our Group have expressed dissatisfaction, disappointment and frustration over their dealings with Pay Section regarding overtime payments, acting pay, statutory increments and pay deductions. This has been a continuing problem and to date no solution has been found.

On February 3, a meeting of SCY's in Ottawa, particularly in the rotational group, was convened in Tower A, 3rd floor, boardroom. Mr. A. Eyton, the new ADM for Personnel, was invited to attend. Also present were G. Poirier, our Local President, and Dave Delaney, our Vice-President. Sixty-five SCY's were in attendance. Theo Newton chaired the meeting. After introducing Mr. Eyton, Messrs. Poirier and Delaney and Miss Dion, she called on Mr. Eyton to make his opening remarks. He gave a brief outline of the objectives of the re-organization and how he thought it would affect Department personnel generally. Questions were then taken from the floor. Most focussed on the issue of non-rotational ITC secretaries moving laterally into the rotational stream to take a "posting" without having to enter as a rotational SCY-1 and work their way through the system. Mr. Eyton emphatically assured the meeting that this would not be the case. Some other minor issues were also addressed, and the meeting was adjourned after an hour. Subsequent feedback from those present has been very positive; it is felt that being able to present these concerns to Mr. Eyton not only cleared up some misunderstandings, but also made him aware of the broader concerns of the rotational SCY group. All were favourably impressed with his approach to the issues raised.

We would like to express our appreciation to our Local secretary, Mrs. Kemball, for her assistance and advice throughout the year; also to Gary Curtis, our past President, and our present President, Gilles Poirier, who have been very supportive, offering us advice and guidance and helping us take our concerns to Management.

  
Adele Dion

  
Theodora Newton