

Local 70125

external affairs



17th ANNUAL GENERAL MEETING

DATE: FEBRUARY 16, 1983
TIME: 7:30 p.m.
PLACE: PSAC BUILDING, 233 GILMOUR STREET
BOARDROOM C

A G E N D A

1. CALL TO ORDER
2. INTRODUCTION OF GUEST SPEAKER - DARYL BEAN
EXECUTIVE VICE-PRESIDENT, PSAC
3. ADOPTION OF MINUTES - ANNUAL GENERAL MEETING 1982
4. EXECUTIVE REPORTS
5. FINANCIAL STATEMENT 1982
6. COMMITTEE AND GROUP REPRESENTATIVES REPORTS
7. ~~BUDGET~~ BUDGET PRESENTATION FOR 1983 (Proposed Dues Increase)
8. a) AMENDMENT TO BY LAW 8 SECTION 6(a) MEETINGS and
b) ADDITION TO BY LAW 4 - MEMBERSHIP
9. HONORARIUM COMMITTEE REPORT
10. NOMINATIONS COMMITTEE REPORT
11. ELECTIONS: President Secretary
First Vice-President Treasurer
Second Vice-President
12. ELECTIONS: OTTAWA HULL AREA COUNCIL
Delegates (2) Alternates (2)
13. ADJOURNMENT

REFRESHMENTS

BIENVENUE A TOUS

ASSEMBLEE

MEETING

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)
MINUTES OF THE 17th ANNUAL GENERAL MEETING
FEBRUARY 16, 1983

1. The President, David Delaney, called the meeting to order at 7:40 p.m.

<u>PRESENT:</u>	David Delaney	President
	Carol Chilton	First Vice-President
	Barry Kemball	Second Vice-President
	Adele Dion	Secretary
	Vacant	Treasurer

COMMITTEE REPRESENTATIVES

Don Larkin	Foreign Service Directives
Barry Kemball	Membership
Neil Clarke	Health & Welfare

GROUP REPRESENTATIVES

	Ginette Remillard	SCY Group
	Françoise Maher	AS Group
<u>GUESTS:</u>	Daryl Bean	Vice President, PSAC
	Patrick Fortune	President, National Component
	Rick Taylor	PSAC Regional Representative
	Lynn Starchuk	PSAC Services Officer
	Ed Walsh	Former Local Head Steward

The meeting was also attended by nine members.

David Delaney addressed the membership that at this Annual General Meeting, we would also hold our Solidarity Day in the PSAC. Such a day had been scheduled for February 15 but as our A.G.M. had already been posted for today (February 17) we would take time at this meeting to focus on basic human rights, health and safety, technological change and union recognition and rights.

2. INTRODUCTION OF GUEST SPEAKER - Daryl Bean, Vice-President, PSAC

Mr. Bean said he was pleased to address the meeting and also to participate in the Solidarity Day. He would be available later to answer any questions the members may have.

He summarized what had happened in the last year, especially with the introduction of Bill C-124. It certainly removed what limited collective bargaining rights the members did have and that included the right to strike.

Bill C-133 which put a cap on the indexing of our pension. Despite the fact that there is 15.7 billion dollars in that fund, despite the fact that the Government never attempted in any way to show that this fund is in any financial difficulty -- because it was politically convenient, they went on with their 6 & 5 world and adopted Bill C-133.

Mr. Bean went on to elaborate on the rights taken away from the public servants, i.e. right to strike, right to speak, not to mention the right that Treasury Board has taken with the designation process. Mr. Bean explained some of the steps the PSAC were planning to restore collective bargaining, especially on non-monetary issues.

He repeated he was available to answer questions and then turned the chair to the Chairman.

3. Amendment to the Agenda to include subjects to be discussed on Solidarity Day in the PSAC.

Topics discussed and motions presented and carried in the following order.

- a) SOLIDARITY - Patrick Fortune
- b) HEALTH & SAFETY - Neil Clarke
- c) OFFICE AUTOMATION &
TECHNOLOGICAL CHANGE - Neil Clarke
- d) UNION RECOGNITION &
RIGHTS - Carol Chilton

The above motions carried at the Annual General Meeting were forwarded to the National Component for transmission to the PSAC.

4. ADOPTION OF THE MINUTES OF 1982 ANNUAL GENERAL MEETING

M/S/C Neil Clarke, seconded by Carol Chilton that Minutes be adopted as presented. Carried.

5. EXECUTIVE REPORTS

PRESIDENT'S REPORT: Submitted by David Delaney (ANNEX A)

M/S/C Neil Clarke, seconded by Adele Dion that report be accepted as submitted. Carried.

FIRST VICE-PRESIDENT'S REPORT: Submitted by Carol Chilton
(ANNEX "B")

M/S/C F. Maher, seconded by G. Doherty that report be accepted as submitted.

SECOND VICE-PRESIDENT'S REPORT: Submitted by Barry Kemball

Submitted under Membership Report

SECRETARY'S REPORT: Submitted by Adele Dion

Submitted under SCY Group Report

STANDING COMMITTEES REPORTS

FOREIGN SERVICE DIRECTIVES REPORT: Submitted by Don Larkin

(ANNEX "C")

M/S/C D. Larkin, seconded by A. Dion report accepted as submitted.

WELFARE COMMITTEE REPORT: Submitted by Neil Clarke

(ANNEX D)

M/S/C Neil Clarke, seconded by Don Larkin report accepted as submitted. Carried.

MEMBERSHIP COMMITTEE REPORT: Submitted by Barry Kemball

(ANNEX E)

M/S/C B. Kemball, seconded by G. Remillard report accepted as presented. Carried.

SCY GROUP REPORT: Presented by Adele Dion (ANNEX F)

M/S/C A. Dion seconded by G. Remillard report accepted as presented. Carried.

6. AUDIT COMMITTEE REPORT (ANNEX G)

7. FINANCIAL STATEMENT FOR 1982

David Delaney presented the financial report for 1982. Before presenting the financial statement for 1982, David Delaney thanked Vic Thomas and John Hoyle who did a super job auditing the books.

Copies of the Financial Statement for 1982 are available on request from the Local Office.

RECONCILIATION 1982

REVENUES FOR 1982	38,319.64	CR
EXPENDITURES FOR 1982	<u>35,388.40</u>	DR
EQUALS CASH ON HAND AND BANK STATEMENT AS OF DECEMBER 31, 1982	2,931.24	CR

FINANCIAL POSITION

1. Cash on hand as of December 31/82	2,931.24	CR
2. Strike Welfare Fund Account	3,000.00	CR
3. Accumulated interests on above account	<u>44.60</u>	CR
T O T A L	5,975.84	CR

M/S/C Carol Chilton, seconded by Gary Doherty report be accepted as presented.

8. BUDGET PRESENTATION: Submitted by Carol Chilton (ANNEX H)

Carol Chilton presented the Budget for 1983 as the position of Treasurer had been vacant in 1982. Carol was happy to add no dues increase was foreseen for 1983.

M/S/C Don Larkin seconded by Neil Clarke that budget for 1983 be accepted as presented. Carried.

9. AMENDMENT TO LOCAL BY-LAWS

BY LAW 8 SECTION 6(a) - MEETINGS to read

6(a) at all regular monthly and special meetings
six members shall constitute a quorum;

M/S/C Carol Chilton, seconded by Don Larkin. Carried.

ADDITION - TO BECOME BY-LAW 11 therefore REPEAL OF PRIOR
BY-LAWS to become BY-LAW 12

BY-LAW 11 - LIFE MEMBERSHIP

Any member who, through personal and devoted efforts in the affairs of this Local, has performed exemplary services for the membership may be awarded a life membership. The awarding of life memberships shall be controlled and decided by the Local Executive.

M/S/C Barry Kemball, seconded by Adele Dion. Carried.

10. HONORARIUM COMMITTEE REPORT

Tabled until next monthly meeting.

D. Larkin, seconded by B. Kemball. CARRIED.

11. NOMINATIONS COMMITTEE REPORT

Françoise Maher presented the results of the Nominations Committee.

David Delaney turned the chair to Daryl Bean, PSAC Vice-President for the elections.

12. ELECTIONS

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

The following members were ALL elected by ACCLAMATION

<u>EXECUTIVE:</u>	David Delaney	President
	Carol Chilton	First Vice-President
	Barry Kemball	Second Vice-President
	Adele Dion	Secretary
	Gary Doherty	Treasurer

STANDING COMMITTEES

WELFARE	Neil Clark
Foreign Service Directives	Don Larkin
Membership	Barry Kemball
Publicity, Steward & Education	Vacant

OTTAWA-HULL AREA COUNCIL

Delegates: Barry Kemball and Hal Ade
Alternate: Bob Phillips

David Delaney returned to the Chair.

... 5

David Delaney thanked the members present for their support and welcomed members of the Executive.

Before called this meeting to an end, David Delaney, on behalf of the Executive and members of the Local thanked Ed Walsh, past Head Steward, for his loyal service to the membership. He presented Ed Walsh with a lifetime membership and wish him well upon his retirement.

OATH OF OFFICE

The Oath of Office was administered by Daryl Bean, ~~Vice-President~~ of the PSAC.

13. ADJOURNMENT

M/S/C Carol Chilton, seconded by Barry Kemball meeting adjourned at 10:15 p.m.

RESIDENT'S REPORT - SUBMITTED BY DAVID DELANEY

I wish to extend a warm welcome to our guests and members attending our 17th Annual General Meeting.

I assumed this position early in the year following the posting of our past president, Gilles Poirier. We have had to operate this Local during the past year with most positions vacant at one point or another. Lack of membership involvement has hindered the business of this Local over the past year seriously. In fact most monthly meetings were cancelled due to a lack of a quorum which is seven, the lowest I know of.

If one considers we represent approximately 1600 members in Ottawa and abroad, you can understand the frustration the few active members feel in trying to represent the wishes and requisites of the diverse and unique makings of this Local.

In the past year this Local has tried to deal with such important issues as the MacDougall Report on the Foreign Service, Foreign Service Directives Review, Integration, reorganization of the building accommodation, health and safety, building personnel safety, effects of high technology on jobs, Bill C-124, compensation restraint package, the PSAC Triennial Convention and the election of a new Executive Committee. Furthermore, we have tried to handle the regular business such as Joint Council meetings, Labour Management consultations, appeals and grievances hearings, negotiation for our office lease and search for alternative accommodation, regular monthly meetings and so on.

The point is we are just starting on these many issues and we require the support and greater perspective of increased involvement to carry through on these and many more issues.

I wish to take this opportunity to thank the members who gave so freely of themselves in the past year, and to members standing for election tonight. To the other members attending this meeting tonight to consider their involvement and to consider donating a few hours per month, to stand for one of the many offices or at least attend the monthly meetings to express their point of view and vote on the issues confronting us.

Since Bill- C-124 was passed I have been frequently asked what the Union does and why should members pay dues. I hope my comments tonight provide some insight as to what we do. It is my fervent wish that in the new year, this Local will better inform the members of our activities via increased bilingual services and notices, newsletter, involvement and increased support in other member activities etc.

I seek your support and participation in these endeavours.

Presented at the 17th Annual General Meeting
February 16, 1983.

FIRST VICE-PRESIDENT'S REPORT

Submitted by Carol Chilton

Since being elected last February I attended French language school for eight months.

C'est officiel, je suis maintenant bilingue !

While on french language training I became a co-ordinator with the National Component's Equal Opportunity Committee. I have taken on responsibility for research on sexual harassment. I would like to recommend the booklet "Sexual Harassment at Work" by the National Union of Provincial Government Employees to anyone who is interested in this subject.

The Committee also provided constructive criticism on the new federal government policy on sexual and personal harassment.

In the Local, I have been keeping busy attending External Affairs Joint Council and other meetings and am currently sitting on the Budget and Scholarship Committees.

Presented at the 17th Annual General Meeting
February 16, 1983.

FOREIGN SERVICE DIRECTIVES COMMITTEE REPORT: Submitted by Don Larkin

This is the annual report of the FSD committee covering events since the last report of January 18, 1982.

Commencing on January 18, 1982 with a staff side meeting of the National Joint Council Foreign Service Directives Sub-Committee a total of 14 meetings were held between then and February 26, 1982. The last meeting on that date terminated at 4:00 AM Saturday February 27, 1982. Agreement had been reached on those items previously designated as priority for implementation on April 1, 1982. I should say at this time, that while I have been involved with this committee on a number of occasions over the years, I found it quite different this time. In the National Joint Council items discussed and discussion is supposed to be on a rather informal basis since it really is supposed to be a consultation process. In my opinion these meetings were and could more accurately be described as negotiations rather than consultation.

Notwithstanding the process, I believe we have obtained a rather good package of improvements in the F.S.D.'s. I will not dwell in depth on them here since this information is available elsewhere, in point of fact, interim directives and transitional letters have been issued and most members affected by the FSD's are aware of the proposed changes.

I say proposed since the drafting committee of the Foreign Service Directives Committee has, to date, not completed its work. I, as the staff side representation, am a member of that committee. In my opinion the fault for the delay rests squarely at the doorstep of the representative from Treasury Board. Since the completion of work by the FSD committee the drafting committee, during the balance of 1982 and early 1983 has met a total of approximately six times. At a recent meeting of the NJC-FSD committee this was discussed and a greater effort has been promised to ensure that the drafting committee can get on with its work and the final version of the 1982 Foreign Service Directives can be published.

Also at that meeting it was announced that the Public Service Compensation Restraint Act provisions (Bill C-124 or 6&5) would be applied to the FSD's with effect from April 1, 1983 for a period of two years. While we could not agree with this imposition, since we cannot support the restraint of any of our rights, we do believe that in so far as the Foreign Service Directives are concerned the effects will not be as severe as they have been in other areas of restraint.

I am looking forward to an early resolve of the drafting of the new Foreign Service Directives and submit this report for your approval.

Don Larkin
Chairman FSD committee

WELFARE, HEALTH & SAFETY COMMITTEE REPORT

Submitted by: NEIL CLARKE, CHAIRMAN

With so many changes in the Department in the last year, health and safety concerns are taking on a new importance in both accommodation changes and the new technology. The following is a list of actions taken by the Local / Alliance and of other significant events which are of interest to the members.

1. At the PSAC Convention a priority was placed on health and safety - in particular the calling of the first national PSAC Health and Safety Conference slated for May 1983.
2. Subsequent to a policy statement (after some delay) a new health and safety officer for the Department was appointed. We are now in the process of establishing a Joint Health and Safety Committee composed of the various Locals and Management. This will be our effort to provide some real input into decisions affecting health and safety, as well as bringing up members' complaints to more general attention.
3. Video Display Terminals (VDTs): Following frequent complaints about the effects of VDTs the Alliance and other groups published reports on the very real health hazards from usage. In addition, employees who are pregnant are now allowed to ask for a temporary transfer if they work on VDTs.
4. Concerns about lighting, ventilation, maintenance, overtime, fire safety and heating are being brought to Management's attention as we endeavour to make a consultation process work for the needs of the members.
5. Employee Assistance Programme: I have been made aware of this programme for members who have addiction and personal problems. Although not very active, the Local has been able to assist informally individual members and ensure the confidentiality so important in this area.

Presented at the 17th Annual General Meeting
February 16, 1983

MEMBERSHIP REPORT - Submitted by Barry Kemball, Chairman

In some ways the membership committee was not as busy as it has been in the past. The demise of collective bargaining eliminated the necessity of convening various groups to attend to circular letters which outline the proposed collective agreement, and where conciliation is in play, the distribution of ballots to members locally as well as outside Canada.

On the other hand it still became incumbent upon us to keep the records up to date. Various recruitment programmes, i.e. SCYs, increase in AS and CR members etc. made it essential to up-date the membership records.

Some of these have caused changes which ultimately resulted in an increase of Rand Deductees. This situation will be addressed as soon as possible and a campaign carried out to sign up members. The cooperation of group representatives will be requested and they will be asked to participate.

We have received the names of those who will be joining our Department as a result of the "new Department of External Affairs". On behalf of the Membership Committee we extend to all of you, old or new, the opportunity to contact us if you have any questions. Thanks to the National Component who have arranged to have previous transferred members not show as rand deductees.

I have attempted to provide you with some statistical information which may prove helpful. If you have any questions please ask for a clarification. If you understand the statistics, please explain them to me.

<u>OCCUPATIONAL GROUPS</u>	<u>JAN 1982</u>	<u>DEC 1982</u>
Education	2	2 3
Library	9	10 11
Administrative Serv.	129	153 169
Financial Admin	30	30 34
Information Serv.	26	26 38
Programme Admin.	48	42 32
Purchasing & Supply	17	17 15
Drafting & Engineering	6	6 4-5
^{EG} General Technical	8	9 14
Social Science	35	38 40
Data Processing	17	19 15
Clerical & Regulatory	614	658 680
Office Equipment	6	5 4
Secretarial	354	451 450
General Labour & Trade	16	16 21
General Services	130	134 127
	<u>1452</u>	<u>1620 1683</u>

An increase of 168 members during 1982

Still not transferred as paying members from June list of transfer from IT & C are 29 members. (CR 6, PM 1, SI 1 and 16 SCYs)

The October list of 55 members not yet transferred as of December 31/82. These will include CR 36, SCT 12, AS 4, LS 2 and GL 1)

New members should be aware that their dues deduction per month should be \$17.21 (PSAC 9.21, National Component 6.00 and Local share 2.00)

The above figures, do not include members of the Z-Locals.

Presented at the 17th Annual General Meeting
February 16, 1983.

MACE

SAC LOCAL 70125 (EXTERNAL AFFAIRS)
17TH ANNUAL GENERAL MEETING

ST-SCY GROUP REPRESENTATIVES REPORT - 1982

The ST-SCY Group Representatives were active on a variety of issues in 1982.

Our first major activity during the year was the meeting we convened in June to discuss inputs for the new ST-SCY contract. The meeting was very well attended by Local ST-SCY members, and resulted in 14 good proposals being sent forward by Local 70125. We were later complimented in writing by the National Component on the quality of the proposals we submitted.

Two major items arose directly from the Departmental re-organization announced in January 1982. They were:

1. Management's review of its posting policy. Part of that review involved Labour-Management discussions (Local 70125 Executive and ST-SCY Group Representatives meeting with Mr. M. Sinclair, Staff Relations, Mr. M. Lapointe, Head, Rotational Support Group, Personnel Management Branch, Miss Betty Flack, SCY Assignment Unit). The discussions centered on the length of rotational SCY postings. The outcome was a survey of the entire rotational SCY community, using a questionnaire drafted by the ST-SCY Group Representatives and accepted by management. The results: 82% of SCY's responded, with an overwhelming vote for retention of a two-year posting, but with the option to extend for one year. The results were recently published in the Personnel Administrative Notices. We feel the high response rate was due at least in part to our input and to our advance notification of the forthcoming questionnaire by means of a Newsletter to all rotational SCY's, asking that the options and implications of a change be considered carefully.
2. ST-SCY concerns about open-space landscaping in the L.B. Pearson Building. This issue generated many telephone calls to ST-SCY Group Representatives requesting information, suggesting joint or individual grievances be filed, requesting that a general petition be circulated. Much concern and anxiety about future working conditions was expressed. T. Newton and A. Dion attended a meeting with Mr. G. Harman, Departmental Coordinator, at which secretaries' concerns were aired orally and in writing. Suggestions and recommendations were left with Mr. Harman to be brought to the attention of the consulting firm involved in planning the relocations. Since the announcement of management's decision to modify the open-space landscaping concept, no further comments have been received. However, when actual physical relocations begin taking place within the Pearson Building, further Local involvement will no doubt occur.

Three Newsletters to ST-SCY's were circulated this year: one in March reporting on the results of the general meeting with Mr. Eyton (PUA) (discussed in our 1981 annual report); one in August, reporting on the contract proposals; and one in October concerning terms and conditions of employment for rotational ST-SCY's. The ST-SCY Group Representatives find these Newsletters are a valuable tool for keeping in touch with ST-SCY's, particularly those abroad. The more personalized approach always draws responses and comments from the membership.

Amongst the 3 representatives, we dealt with about 30 prospective grievances concerning overtime pay, hours of work, acting pay, rating reports, promotions (rotational and non-rotational), physical working conditions, circulation of job posters. This is an increase over last year, probably due to increased size and complexity of the Department, the move of Passport Office to Hull, the controversy surrounding open-space landscaping, in addition to the usual personnel problems. Our Local President, Mr. Delaney, also received a heavier volume of telephone calls from the ST-SCY Group.

Other on-going activities are: monitoring the Department's AT competition and program as it relates to ST-SCY members; requests for assistance from secretaries integrated into External Affairs from I.T.C., particularly in interpreting Departmental regulations and procedures; requests for information from SCY's abroad on FSD's, contract proposals and other items arising from Newsletters.

The ST-SCY Group Representatives also provided personal inputs to the ad hoc Committee of Foreign Service Rotational Secretaries which was formed by senior secretaries to coordinate SCY inputs and comments on the recommendations of the McDougall Royal Commission on Conditions in the Foreign Service. We passed on to this committee several comments, suggestions and recommendations which had been made to us by ST-SCY's with whom we were in contact.

In September, Theo Newton and Adele Dion resigned as ST-SCY Group Representatives. Theo Newton transferred to an "excluded" position; Adele Dion resigned due to pressure of other commitments. Ginette Rémillard, who joined the Committee during the Fall, is at present working alone. We hope that two other volunteers will come forward to assist her.

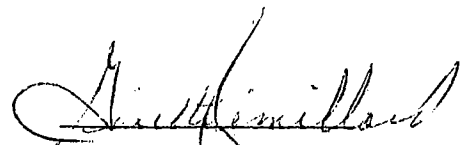
We would like to express appreciation and thanks to our Local Secretary, Mrs. Leonne Kemball, for her assistance and advice over the year; to Mr. David Delaney, our Local President, for his support, advice and guidance in helping us take our concerns to Management and respond to questions and concerns of the ST-SCY group in Local 70125. Finally, but most importantly, we would like to take this opportunity to extend a warm welcome to all new ST-SCY group members joining Local 70125 from I.T.C.



Adele Dion



Theo Newton



Ginette Rémillard