

# Local 70125

## external affairs

### 20th ANNUAL GENERAL MEETING

DATE: FEBRUARY 24, 1986  
TIME: 7:30 p.m.  
PLACE: 233 GILMOUR STREET  
BOARDROOM "C"

### 20ième ASSEMBLEE ANNUELLE

DATE: 1e 24 FEVRIER 1986  
HEURE: 7:30 p.m.  
ENDROIT: 233 rue GILMOUR  
SALON "C"

#### A G E N D A

1. CALL TO ORDER
2. ADOPTION OF AGENDA
3. INTRODUCTION OF GUEST SPEAKER  
ALBERT BURKE, VICE-PRESIDENT  
P.S.A.C.
4. ADOPTION OF MINUTES -  
ANNUAL GENERAL MEETING 1985
5. EXECUTIVE REPORTS
6. FINANCIAL STATEMENT 1985
7. COMMITTEE REPORTS
8. BUDGET PRESENTATION 1986
9. NOMINATIONS COMMITTEE REPORT
10. ELECTIONS:
  - a) Executive:  
PRESIDENT  
FIRST VICE-PRESIDENT  
SECOND VICE-PRESIDENT  
SECRETARY  
TREASURER
  - b) Committees  
EDUCATION - PUBLICITY  
STEWARDSHIP - MEMBERSHIP  
FOREIGN SERVICE DIRECTIVES  
HEALTH AND SAFETY
  - c) Ottawa-Hull Area Council  
2 Delegates - 2 Alternates
11. OATH OF OFFICE
12. ADJOURNMENT

#### ORDRE DU JOUR

1. BIENVENUE
2. ADOPTION - ORDRE DU JOUR
3. INVITE: ALBERT BURKE  
VICE-PRESIDENT, AFPC
4. COMPTE-RENDU DE L'ASSEMBLEE  
ANNUELLE - 1985
5. RAPPORTS: EXECUTIF
6. RAPPORT FINANCIER 1985
7. RAPPORTS: Comités
8. BUDGET - 1986
9. RAPPORT: NOMINATIONS
10. ELECTIONS:
  - a) Exécutif:  
PRESIDENT  
PREMIER VICE-PRESIDENT  
2ième VICE-PRESIDENT  
SECRETARE  
TRESORIER
  - b) Comités  
EDUCATION - PUBLICITE  
DELEGUE SYNDICAL  
SOCIETARIAT  
DIRECTIVES AUX SERVICE  
EXTERIEUR  
SANTE ET BIEN-ETRE
  - c) Conseil Régional  
Ottawa-Hull  
2 Délégués-2 Sous-délégués
11. SERMENT
12. AJOURNEMENT

# Section Locale 70125

## affaires exterieures

ASSEMBLEE

MEETING

ANNUAL GENERAL MEETING  
FEBRUARY 24, 1986

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EXECUTIVE REPORTS

FINANCIAL STATEMENT 1985

AUDIT REPORT FOR 1985

COMMITTEE REPORTS

BUDGET TRANSPORTATION 1986

NOMINATIONS COMMITTEE REPORT

ELECTIONS OF EXECUTIVE MEMBERS

President  
First Vice-President  
Second Vice-President  
Secretary  
Treasurer

ELECTIONS OF COMMITTEE REPRESENTATIVES

✓ Education  
✓ Publicity  
Head Steward  
✓ Membership  
Foreign Service Directives  
Health and Safety

OTTAWA-HULL AREA COUNCIL

2 Delegates  
✓2 Alternates

OATH OF OFFICE

ADJOURNMENT

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)

MINUTES OF THE 20TH ANNUAL GENERAL MEETING

FEBRUARY 24, 1986

The President, Gary Doherty, called the meeting to order at 7:30 p.m.

1. PRESENT: Gary Doherty, President  
Carol Chilton, First Vice-President  
Les Cundell, Treasurer

GUESTS: Lloyd Fucile, Executive Secretary, National Component, PSAC  
Mary Ramsay, PSAC Services Officer, National Component, PSAC

Meeting was attended by 20 members.

MOTION: By Gary Curtis

That the Office Manager, Leonne Kemball be permitted to attend meeting. Carried.

2. ADOPTION OF AGENDA

M/S/C Gary Curtis seconded by Les Cundell, Carried.

President Doherty introduced the Executive of the Local, our guest speaker, Al Burke, Vice-President of the PSAC, Lloyd Fucile Executive Secretary of the National Component and Mary Ramsay, PSAC Services Officer. He welcomed the members present.

3. INTRODUCTION OF GUEST SPEAKER: Al Burke, Vice-President, PSAC.

Brother Burke thanked the Executive and membership for their invitation.

He addressed the members and spoke on the progress of the collective bargaining. Negotiations, which had been taken place since August 1985 had not turned out to be an easy task. For the CR and PM groups a tentative agreement will be put forward to the membership for a vote. Agreement to be effective until the end of December 1987.

Brother Burke also spoke on the progress into reaching some agreements with the Master Contract.

Much discussion followed by a Question - Answer period.

Brother Doherty thanked Brother Burke for addressing the members.

4. ADOPTION OF MINUTES OF THE 1985 ANNUAL GENERAL MEETING

M/S/C P. Fortune seconded by D. Delaney. Carried.

5. REPORTS

PRESIDENT'S REPORT: Submitted by Gary Doherty. Annex A

M/S/C Carol Chilton seconded by R. Phillips. Carried.

FIRST VICE-PRESIDENT'S REPORT: Submitted by Carol Chilton. Annex B

Carol Chilton added to her report that she was one of the Local delegates at the PSAC Convention held in Ottawa in June.

M/S/C Carol Chilton seconded by Les Cundell. Carried.

6. FINANCIAL STATEMENT 1985 and AUDITOR'S REPORT

RECONCILIATION

REVENUES FOR 1985 FROM MEMBERSHIP AND MISCELLANEOUS REVENUES	44,286.02
EXPENDITURES FOR 1985	<u>43,191.39</u>
EQUALS CASH ON HAND AS OF DEC. 31/85	1,094.63

FINANCIAL POSITION

Cash on hand as of Dec. 31/85	1,094.63
Strike Welfare Fund	3,000.00
Local 70125 Contingency Fund	3,500.00
Accummulated Interests	<u>1,170.19</u>
	<u>8,764.82</u>

M/S/C Les Cundell seconded by R. Phillips that report be accepted. Carried.

7. COMMITTEE REPORTS

FOREIGN SERVICE DIRECTIVES: Submitted by Gary Curtis. (Annex C)

M/S/C G. Curtis seconded by N. Clarke. Carried.

HEALTH & SAFETY: Submitted by Neil Clarke. (Annex D)

M/S/C Neil Clarke seconded by C. Chilton. Carried.

8. BUDGET PRESENTATIONS: Submitted by Les Cundell, Treasurer

The Budget submitted for 1986 includes an increase of .25 cents per month per member. Increase to take effect in April. The Local rebate dues increase would only benefit the Local in August as rebates are forwarded to Locals with a three-month delay.

After much discussion the budget presented for 1986 was accepted.

(See Annex E)

9. NOMINATIONS COMMITTEE REPORT

Robert Phillips presented the report.

10. ELECTIONS

Gary Doherty left the Chair and elections were conducted by P. Fortune. Nominations were also called from the floor and called three times.

<u>Position</u>	<u>Candidate</u>	<u>Nominator</u>	<u>Seconder</u>	<u>Elected</u>
President	Gary Doherty	Neil Clarke	B. Phillips	X
1st Vice-President	Carol Chilton	Les Cundell	G. Doherty	X
2nd Vice-President	Eunice Dubé	Gary Doherty	G. Curtis	X
Secretary	Ruth Wright	M. DeGiovanni	H. Brooker	X
Treasurer	Les Cundell	C. Chilton	N. Clarke	X

11. COMMITTEES

F.S.D. Gary Curtis, nominated by Carol Chilton seconded by Les Cundell. ELECTED.

Steward Michel Dickner, nominated by Carol Chilton, seconded by R. Phillips. Elected.

Publicity Maria DeGiovanni, nominated by Ruth Wright seconded by C. Chilton. Elected.

c) OTTAWA-HULL AREA COUNCIL

Elected delegates to the Ottawa-Hull Area Council were:  
Gary Curtis and Carol Chilton.

11. OATH OF OFFICE

The Oath of Office was administered by P. Fortune, President,  
National Component, PSAC.

12. ADJOURNMENT

Meeting adjourned at 10:00 p.m.

ANNUAL GENERAL MEETING  
REPORT 1986

PRESIDENT'S REPORT: Submitted by Gary Doherty

This report covers the period from February 12, 1985 to February 24, 1986.

In my last report tabled on February 11, 1985 I indicated that this would be a busy year for this Local. That was an understatement.

The number of grievances and disciplinary hearings have increased by at least 25%. In addition I have held the position of Chief Steward for most of my term. This position is now being shared with Carol Chilton upon her return from maternity leave last October.

I have attended all External Affairs Joint Council meetings with Management with the exception of one due to operational requirements.

In June I was a delegate to the P.S.A.C. convention in Ottawa. October 1985 I attended the Ontario Federation of Labour Convention in Toronto and participated in debates especially on those resolutions dealing with external relations. I also took a Local Officer Advanced Training Course (in residence) for five days .

I have chaired all Local monthly meeting as well as executive meetings held within this time period.

Since November I have met with Management at least once a week on the Workforce Adjustment Policy as well as up-date on redeployment and lay-offs of External Affairs employees.

We have had meetings with the FS-MES-2's on their specific problems. These meetings were organized by Barry Kemball and I will continue to meet with Personnel on a monthly basis on job opportunities and training available to them.

On January 21, 1986 we had the demonstration in front of the L.B. Pearson Building. This was organized by the Local with some help from the Regional Action Committee. There was very little time to get ready for this demonstration. So to all those who supported the cause, my very sincere thanks.

February 12, 1986 was the day that the President of the PSAC addressed the ST group. About 120 members of this group were attendance. As a result of this meeting, two secretaries were elected spokespersons. I am looking forward to working with Heather Brooker and Molly Joe Beauchamp.

I would also like to stress at this time that the Department is not exempt from staff cuts or redeployment of personnel. So far there are 23 letters of lay-off and an additional 16 to come. There were approximately 120 redeployed. The figures I quote are for this year. We expect at least another 1 to 1.5% reduction in 1986-87. Because of the Government's policy of privatization and downsizing, it is very important that we work closely together to protect our jobs.

In closing, I wish to thank the members of the Executive for their support and counsel during the past year. I would also like to express my gratitude to the elected officers of the National Component from the Local and to the staff of the National Component.

To Léonne Kemball, our Office Manager "a special Thank you".

## Annual General Meeting Report Feb. 24, 1986

1st Vice President - C. CHILTON

It has been a difficult and busy year for both myself and the local. While on leave for the care and nurturing of pre-school age children I remained active in the local.

My daughter and I attended the PSAC women's conference in March here in Ottawa where I also assisted in one of the workshops.

Since my return to work at the end of September I have been active in the consideration and handling of grievances - sharing the Chief Steward's job with the president. I have also worked on reactivating a stop stewards network.

My main concern has been helping to advise and to represent the people who are being laid off as well as handling the normal range of grievances. Thus I've attended some meetings on the work force adjustment procedure and attended meetings with the messengers to discuss their lay-off notices.

Of course I participated in the Jan. 21st demonstration and am glad to see that T.B. was listening as we start to see tentative agreements reached.

I would like to thank the president, component officers and the service officers for their cooperation and support. Also a special thank you to our office manager  
Carol Chilton

ANNEX C

REPORT ON  
FOREIGN SERVICE DIRECTIVES

According to the by-laws of Local 70125, I hereby submit my report on the Foreign Service Directives.

The PSAC representatives on the FSD committee began meetings during the spring/summer of 1984 to review proposals and gather back-up material for our arguments. Prior to commencement of the triennial review the PSAC representatives met with the other unions who are also involved in the review (PAFSO, IBEW and PIPS) to combine the proposals into one package and to explain each position. A final package was sent to Treasury Board containing 127 proposals requesting changes or additions to the directives.

Our first meeting of the committee was held on February 5, 1985 and it was agreed to meet twice weekly until the review completed. At this meeting official side (Treasury Board and External Affairs) presented us with their proposals even though staff side had submitted their proposals on August 1, 1984. Official side did state that their proposals had taken into consideration our proposals. It has been agreed amongst staff side that in the future both proposals (staff and official) should be submitted at the same date.



At our third meeting, staff side expressed their concern with the increases in shelter costs which were scheduled to come into effect on April 1, 1985.

Our next meeting was on March 14, 1985 to review FSD's 10, 12, 14, 17 and 30. At 3:30 p.m. the PSAC delegates left the committee meeting in protest over the announced increased in shelter costs. Neither Treasury Board or the Dept. of External Affairs were prepared to change their positions. It was decided that some type of immediate action was required before the new shelter costs were implemented. Our "walk out" resulted in a meeting between staff side including (Pat Fortune the President of the National Component) and Mr. Kingsley, Deputy Secretary of Treasury Board, to try and resolve this problem. The PSAC stated that members who were now at a post had been hit with steep increases on very short notice and unlike people at headquarters had no alternative but to pay. The PSAC proposed that these people be "grandfathered". Mr. Kingsley did not have such a mandate.

A second meeting was held the next day and Mr. Kingsley proposed that a phasing-in was possible. The PSAC stated that they still preferred the grandfathering option but, Treasury Board would not accept such a proposal. After a caucus meeting, staff side presented a plan for phasing-in. Treasury Board agreed to a modified version of our proposal. It was also agreed that any individual suffering hardship, as a result of the increased shelter costs would

have their costs revised by Treasury Board.

Committee meetings were held on a regular twice weekly basis for the next six weeks. Many issues had been resolved and we were now getting down to the harder issues. It appeared on the surface that staff side was agreeing to most of the Treasury Board proposals but, a closer look revealed that their proposals were actually our proposals but, worded slightly different.

On May 14, 1985 after having resolved many outstanding items, it was the consensus of staff side (including the President of the National Component) to take the remaining FSD items to impasse, as no major concessions had been given by Treasury Board i.e. monetary value. The impasse items were:

FSD 16 Real Estate and Legal Fees

FSD 30 Post Transportation

FSD 45 Foreign Service Leave/Option

FSD 56 Foreign Service Premium

The impasse items were later presented to the National Joint Council for their consideration and an agreement had finally been reached by this committee. The items were resolved by:

- FSD 16 Dropped. A second buy/sell would be approved by Treasury Board if our demands for FSD 56 was dropped,
- FSD 30 Increases were phased in. Similar to the shelter share,
- FSD 45 Treasury Board would not accept two additional days per year,
- FSD 56 Additional step added to the Foreign Service Premium.

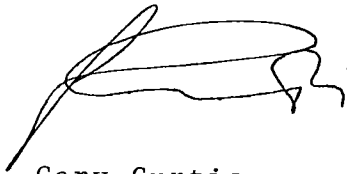
Further meetings were held with Treasury Board which dealt with reviewing the methodology of employee shelter cost table and the Post Index Methodology. Consensus was reached to recommend changes to the methodology, to the National Joint Council, to be applied to the survey to be conducted by Canada Mortgage and Housing Corp., for implementation effective April 1, 1986. The procedure is designed to alleviate concerns that employees should not again be exposed to significant increases in shelter costs resulting from unforeseen or unusual circumstances, such as those originally proposed for April 1, 1985.

The Foreign Service Directives were signed in October and became effective on December 1, 1985 except for FSD 25 Shelter Cost and FSD 56 Foreign Service

Premiums which becomes effective on April 1, 1986.

I would like to thank Les Cundell, Alternate National Director for Countries Outside Canada, Water Haulena, the PSAC negotiator and Chris Dann of the National Component for the many hours put in on achieving a new set of directives. Also, my thanks to Brothers Bean and Brother Fortune for their assistances.

Fraternally,

A handwritten signature in black ink, appearing to read "Gary Curtis". The signature is stylized with a long, sweeping underline that extends to the left and loops back under the name.

Gary Curtis  
National Director for  
Countries Outside  
Canada

c.c.: LOCAL Z-0250  
Z-0251  
Z-0252  
70371

ANNUAL GENERAL MEETING  
REPORT 1986

HEALTH & SAFETY REPORT: Submitted by Neil Clarke, Representative

The following are brief descriptions concerning Health & Safety for our members in the past year.

The Joint Occupational Safety and Health Committee (JCOSH) is dealing with smoking in the workplace. A survey of External employees has indicated strong support for some restrictions. A working group of JCOSH, which I belong to, is drafting recommendations to senior management re restriction and "Stop Smoking" courses. The Alliance policy will be used as the Local's standard in approving any departmental policy.

First Aid training of employees in the Pearson Building continues; first aid kits will soon be available on each floor.

JCOSH continues to monitor and hear complaints re the National Joint Councils mandatory health and safety guidelines.

Other matters such as air quality/circulation; noises; physical dangers and recreational facilities are dealt with as the need arises.

Part IV (Occupational Safety and Health) of the Canada Labour Code will be extended in March 1986 to include our members. We will have the same legal rights as other Canadian workers, e.g. refusal to work in hazardous situation; health and safety committees; right to know about dangers. JCOSH will be reviewing External Affairs shortcomings on an ongoing basis.

Fraternally,

Neil Clarke

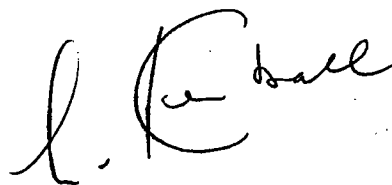
February 24, 1986.

LES CUNDELL, Treasurer

SUBJECT: UNION DUES

As a result of resolutions passed at the National Component Halifax Convention in 1984 and the PSAC Ottawa Convention in 1985, the union dues as of January 1, 1987 are as follows:

PSAC	10.42
National Component	7.64
Local's share	<u>2.25</u>
	20.31
Local's share as of Apr. '87	<u>.25</u>
	20.56



February 23, 1987