

# Local 70125

## external affairs

21st ANNUAL GENERAL MEETING

ASSEMBLEE ANNUELLE

DATE: FEBRUARY 23, 1987

DATE: 1e 23 FEVRIER 1987

TIME: 7:30 p.m.

HEURE: 7:30 p.m.

PLACE: 233 GILMOUR STREET  
BOARDROOM "C"

ENDROIT: 233 rue GILMOUR  
SALON "C"



### A G E N D A

### ORDRE DU JOUR

1. CALL TO ORDER
2. ADOPTION OF AGENDA
3. INTRODUCTION OF GUEST SPEAKER
4. ADOPTION OF MINUTES - ANNUAL GENERAL MEETING 1986
5. EXECUTIVE REPORTS
6. FINANCIAL STATEMENT 1986
7. COMMITTEE REPORTS
8. BUDGET PRESENTATION 1987
9. NOMINATIONS COMMITTEE REPORT
10. ELECTIONS:
  - a) PRESIDENT  
FIRST VICE-PRESIDENT  
SECOND VICE-PRESIDENT  
SECRETARY  
TREASURER
  - b) COMMITTEES:  
EDUCATION - PUBLICITY  
STEWARD - MEMBERSHIP  
HEALTH AND SAFETY  
FOREIGN SERVICE DIRECTIVES
  - c) OTTAWA-HULL AREA COUNCIL  
2 Delegates - 2 Alternates
11. OTHER BUSINESS
  - i) Motions to amend Local By-Laws
  - ii) Resolutions Committee
12. OATH OF OFFICE
13. ADJOURNMENT

1. BIENVENUE
2. ADOPTION - ORDRE DU JOUR
3. INVITE
4. COMPTE-RENDU DE L'ASSEMBLEE ANNUELLE 1986
5. RAPPORTS: EXECUTIF
6. RAPPORT FINANCIER 1986
7. RAPPORTS: COMITES
8. BUDGET - 1987
9. RAPPORT: NOMINATIONS
10. ELECTIONS:
  - a) PRESIDENT  
1er VICE-PRESIDENT  
2ieme VICE-PRESIDENT  
SECRETAIRE  
TRESORIER
  - b) COMITES  
EDUCATION - PUBLICITE  
DELEGUE SYNDICAL  
SOCIETARIAT  
DIRECTIVES AUX SERVICE  
EXTERIEUR  
SANTE ET BIEN-ETRE
  - c) CONSEIL REGIONAL OTTAWA-HULL  
2 Délégués - 2 Sous-délégués
11. AFFAIRES NOUVELLES
  - i) Motion: Réglements Internes de la Section Locale 70125
  - ii) Comité des Résolutions
12. SERMENT
13. AJOURNEMENT

ASSEMBLEE

MEETING

# Section Locale 70125

## affaires exterieures

# Local 70125

## External Affairs - Affaires Exterieures

ANNUAL GENERAL MEETING

FEBRUARY 23, 1987

EXECUTIVE REPORTS

AUDIT REPORT & FINANCIAL STATEMENT 1986

COMMITTEE REPORTS

BUDGET PRESENTATION FOR 1987

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 Welfare

OTTAWA-HULL AREA COUNCIL

Two (2) Delegates  
Two (2) Alternates

OTHER BUSINESS

Amendments to Local By-Laws

Resolutions Committee

OATH OF OFFICE

ADJOURNMENT

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)  
MINUTES OF THE 22nd ANNUAL GENERAL MEETING  
FEBRUARY 23, 1987

The President, Gary Doherty called the meeting to order at 7:30 p.m. Gary welcomed the guests and thanked the members for their attendance.

MOTION: by Carol Chilton

THAT the Office Manager, Leonne Kemball and guests be permitted to attend the meeting.

SECONDED BY: Gary Curtis. Carried.

1. ADOPTION OF AGENDA

M/S/C Bill Gloss/Gary Curtis. Carried.

Gary Doherty introduced Daryl Bean, President of the Public Service Alliance of Canada. He also introduced John Kruithof, President of FS Communicators Local 70371, Pat Fortune, President of the National Component, Gary Curtis, National Director, Countries Outside Canada, David Delaney, Vice-President, Regions Outside Canada, Lloyd Fucile, Executive Secretary, National Component and the Executive of Local 70125.

3. INTRODUCTION OF GUEST SPEAKER

Gary Doherty turned the Chair to Daryl Bean, President of the PSAC.

Daryl Bean spoke on two topics. First the Dental Plan and second Acting Appointment.

His address was followed by a question period.

Gary Doherty returned to the Chair and thanked Daryl Bean. Before further business, Gary Doherty pointed out that the National Component had granted a special merit award to a member of our Local, Sister Eleanor Ryan and invited Pat Fortune to do the honours.

Pat Fortune thanked Eleanor for her devoted and dedicated service to the membership of the National Component and the Local.

Eleanor accepted the merit award with thanks and reminisced on her involvement with Union Affairs. She remembered and praised many individuals also involved over the years.

4. ADOPTION OF THE MINUTES - A.G.M. 1986

M/S/C Robert Phillips/Gary Curtis. Carried.

5. EXECUTIVE REPORTS

PRESIDENT'S REPORT: Submitted by Gary Doherty

ANNEX A

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

ANNEX B

SECOND VICE-PRESIDENT'S REPORT: Submitted by Eunice Dubé

ANNEX C

SECRETARY'S REPORT: Submitted by Ruth Wright

ANNEX D

FINANCIAL STATEMENT 1986: Submitted by Les Cundell, Treasurer  
Copies available from Local Office

7. COMMITTEE REPORTS

FOREIGN SERVICE DIRECTIVES: Submitted by Gary Curtis

ANNEX E

HEALTH AND SAFETY: Submitted by Neil Clarke

ANNEX F

8. BUDGET PRESENTATION: Presented by Les Cundell, Treasurer

ANNEX G

9. NOMINATIONS COMMITTEE REPORT: Presented by Robert Phillips, Chairman

10. ELECTIONS

Daryl Bean, President of the PSAC chaired the elections. Nominations were also called from the Floor three times.

For the position of President two members were nominated.

Gary Doherty nominated by R. Phillips, Seconded by E. Dubé  
Barry Kemball, nominated by Joan Jeakins, Seconded by Al Kay.

Herewith are the results of the elections.

PRESIDENT	GARY DOHERTY	ELECTED
1st VICE-PRESIDENT	CAROL CHILTON	ACCLAMATION
2nd VICE-PRESIDENT	EUNICE DUBE	ACCLAMATION
SECRETARY	MOLLY BEAUCHAMP	ACCLAMATION
TREASURER	LES CUNDELL	ACCLAMATION

ELECTIONS OF COMMITTEE REPRESENTATIVES

HEAD STEWARD	HEATHER BROOKER
F.S.D.	GARY CURTIS
HEALTH & SAFETY	NEIL CLARKE

The Committees of Education/Publicity and Membership --- Vacant

DELEGATES TO THE OTTAWA-HULL AREA COUNCIL

Two members were nominated and accepted. They are: **Gary Curtis**  
**Eunice Dubé**

11. OTHER BUSINESS

Motions to amend Local By-Laws were defeated.

12. OATH OF OFFICE

Daryl Bean, President of the PSAC administered the Oath of Office to the new Executive.

13. ADJOURNMENT

The meeting adjourned at 10:30 p.m.

PRESIDENT'S REPORT: Submitted by Gary Doherty

I would first of all like to thank the members of the Executive, Committee and Group Representatives for their hard work and dedication during the last year.

This is my third report as President of Local 70125 and I am going to change the usual format.

The other reports consisted of how many meetings I chaired, how many meetings I had with Management, how many grievances I presented etc. The reports basically consisted of I, I, I.

The above information is contained in all my monthly reports that were presented in the last year at monthly meetings.

Our main priorities for the next year should be as follows:

1) Workforce Adjustment Policy

The Local has and must continue to monitor this policy. We must keep in touch with our membership to advise them of their rights in the event that they are declared surplus to requirements.

2) Technological Change

The Department is now committed to the introduction of COSICS and installation of other computers in other areas of External Affairs. This also could result in lay-offs or redeployment.

The Department is supposed to advise us of any tech change forty (40) days before it occurs. This has not always been the case.

It is important that you the membership contact us if this happens in your workplace.

PASSPORT OFFICE

There has been an escalation of problems in the Passport Office in Hull. It is extremely critical at this time to ensure that this Local is well represented there.

EDUCATION

The Local must emphasize the importance of Education for our membership. We must encourage as many members as possible to take the courses that the PSAC offers. This will not only help the individual but will create a stronger and more visible Union presence in the Department.

I am now going to revert back to I.

In closing, I want to thank Mary Ramsay, our Services Officer for her guidance and assistance.

Last of all but really first of all, our Office Manager Leonne Kemball for her hard work and support especially over the summer months when we were in the midst of the ratifications of the Collective Agreements and for organizing a great Christmas Party.

Fraternally,

Gary Doherty

REPORT OF THE FIRST VICE-PRESIDENT

I have enjoyed working on your behalf for the past year.

Initially my executive responsibility was to work with the Chief Steward. But, since the position became vacant, the President and I have had to share the Chief Steward's duties. This has meant that a major portion of my time has been devoted to handling grievances as well as organizing a meeting of stewards, keeping stewards informed, encouraging members to file grievances as well as encouraging people to become stewards. My time has also been spent attending Executive, Local and Workforce Adjustment Procedures meetings, helping with balloting on contract proposals, serving as a member of the Budget Committee, and helping to co-ordinate the Annual General Meeting.

The birth of my son last October did curtail some of my activities as I took maternity leave. Since then I have remained active -- attending Executive meetings, representing our Local at a meeting on Health and Safety committees/representatives at posts abroad with the CM Local, the Component and the Vice-President for Outside Canada, and for two weeks, serving as President of the Local. As acting President, I chaired a Local meeting and called an Executive meeting to deal with pressing matters.

I also had the honour of being elected as a delegate to the National Component convention to be held this summer and look forward to representing the Local to the best of my ability.

I wish to thank the President of our Local, our Component service officer, the members of the Executive, the office manager, and the stewards, the Vice-President for Outside Canada, and the Component for their help and co-operation this past year.

I look forward to my return to the workplace in a few months time.

Carol Chilton  
February 23, 1987

SECOND VICE-PRESIDENT REPORT: Submitted by Eunice Dubé

During this, my first year as Second Vice-President, Local 70125, I spent many an hour learning, reading and most and foremost, studying the By-Laws.

I attended: Regular Monthly Meetings, Executive Meetings, External Affairs Joint Council Meeting, Workforce Adjustment Policy Meeting and the Collective Bargaining Seminar on February 14, 1987. Was present at most of the voting sessions for the various Collective Agreements and assisted in any manner requested.

I consulted: members of various groups concerning: grievances, job descriptions, acting appointments, increments, departmental cuts, job security, dental plan, maintenance of washrooms, quality of supplies, parking permits and leave.

I listened to various complaints regarding: job security (or lack of), overtime, designated positions, job dissatisfaction, personality conflicts, appraisals, and term employment.

I advised: many members on courses of action to follow.

On a lighter note, I attended our Annual Christmas Party and met with many members. A good time was had by all!

The year was a learning experience. Our Executive was comprised of devoted people who performed their tasks in a tireless and non-complaining fashion. The guidance of our President and patience plus good humour of the members were of great help to me in carrying out the duties assigned. Serving on the Executive provided the occasions to meet with many interesting people from other Components, our Service Representative and many members of the various groups at External Affairs. By discussing issues with them, I gained much insight into our particular problems and a broader view of the complexities of our Department. I must admit there were some difficult moments, when problems seemed insurmountable but, as they say, "into each life a little rain must fall".

My contribution this year whether consulting, advising or simply, just listening was, hopefully, of assistance to the Membership in general. The high point for me by far was being able to help some of the members some of the time.

All in all, this has been an interesting, challenging and rewarding year!

... Fraternally,

Eunice Dubé



REPORT OF THE EXECUTIVE SECRETARY  
1986 - 1987

During my term as Secretary for the Local, with the grateful assistance of Heather Brooker, Molly Beauchamp and Pat Schaefer, several meetings for the SCYs were organized.

The first meeting was held the evening of February 12, 1986 as an information seminar to bring members up to date on what was happening with the negotiations of our contracts on a national and local level. Mr. Daryl Bean, President of the Public Service Alliance of Canada, was our guest speaker. He made a brief statement on Collective Bargaining before showing a film on the subject and enlightened us with one on "The Structure of the PSAC". He also discussed the role of designates should a strike be called. There was an impressionable turnout and many questions were raised from the floor.

At that meeting, Heather Brooker was chosen as the rotational SCY rep, and Molly Beauchamp as the non-rotational SCY rep, who came under the responsibility of the Executive Secretary of the Local -- myself.

I would like to express my heartfelt thanks to Heather at this time for sending out a full report of this meeting, in both English and French, to the SCYs abroad as well as at HQ. It was her first endeavour as the new SCY rep and well worth mentioning here. I know that not receiving the reports or notices of meetings bilingually is a contention with our French counterparts, however, we are quite willing to have any of our reports or notices of meetings in French, if someone is willing to translate them. Unfortunately, I don't have that talent.

On April 24, 1986 another meeting was held -- this time with the SCY-1s, and in conjunction with Personnel. Because of the freeze, cut-backs, etc., the turn of events was of great concern to the SCY-1s who had not yet been out on a post, and could not be promoted until they were. Suzanne Park and Nicole Sondergaard, the SCY assignment officers, discussed the situation as it stood at that time and answered the many questions from the floor. This meeting saw the fruition of SCY-1s going out on TD for the first time. Personnel explained the downsizing that would be taking place in External over the next seven years. We asked Personnel if there could be a change of policy re promoting SCY-1s before they do a tour abroad (as the situation now is not what it was a few years ago -- i.e., you could pretty well count on being out on post within a year), or else eliminate SCY-1 positions altogether. Personnel informed us they would discuss the matter and get back to us.

On December 11, 1986 separate meetings for rotationals and non-rotationals were held between Personnel and all SCYs to bring us up to date on promotions, acting assignments, postings, term and agency personnel, lateral transfers, etc. The input from the SCYs to the Agenda was very favourable, however, the attendance itself was disappointing. One thing it did bring forth was that the policy for SCY-1s having to wait for an overseas posting before being promoted would be changed.

Personnel and PSAC are trying to come to an agreement with Treasury Board to exclude External Affairs re the acting appointments. Other Departments who have people in acting positions do so for short periods of time, then the position goes to competition. They don't sit in the same position for three to five years -- or more, as our people do, and have been doing for most of their time in the Foreign Service. This is still under discussion. However, I have been told that since money is involved, we can grieve it. What I would like to see is that everyone in Acting positions -- and I mean everyone, not just SCYs -- put in an individual grievance. I am quite willing to assist any of the members, and I'm sure I can speak for the rest of the Executive and Stewards. This is a Treasury Board policy that went through legislation, but the people have been known to change legislation before -- look at the senior citizens! Can we do it? You bet we can! IF WE STICK TOGETHER!

On February 14, we spent the whole day in the PSAC Headquarters Building at a seminar on Collective Bargaining. We discussed the old Master Contract -- what should stay in -- what should be removed -- what should be inserted to make the new one more favourable, etc. We took the requests of the members into consideration when we discussed the input, which will be added to that of other groups across Canada. The Dental Plan was discussed in full. In fact, we will be hearing from Brother Bean later in this meeting on the dental plan and the acting pay alternatives.

To wrap it all up, this year has seen the acceptance of a Master Contract for the first time, maternity leave for all groups, the dental plan (whenever??), sexual and personal harassment clause, and many other things to our benefit. We still have a few things to be ironed out -- acting pay assignments, getting rid of the terms "operational requirements", "at management's discretion", etc., in our contracts, being given the right to strike without the high percentage of designates -- but we need your support. WE MUST WORK AS A TEAM -- SOLIDARITY!

In the past year, I have taken a Strike Captains' course, a Stewards' course, a Grievance course, attended negotiations with the ST group table, a seminar on collective bargaining, and have enrolled for the in-house Senior Stewards' course. By the way, any of you members can also get involved -- as a steward or on the Executive -- just let the Union know you're interested in helping. I have found these courses to be very informative and plan to put the knowledge to good use here as well as abroad when I depart for Dhaka in June.

All in all, I have enjoyed my position as Executive Secretary and would like to thank all those who have volunteered their services in the past year. I would also like to thank the rest of the Executive for their help, and particularly to our President, Gary Doherty, who more times than I can mention allowed me to benefit from his expertise and was always there when I needed support. I hope he runs for another term -- he sure has my vote. I leave with mixed feelings, but grateful for the knowledge and experience I'm leaving here with. Thank you Brothers and Sisters.

Sincerely,

*Rita S. Wright*

FOREIGN SERVICE DIRECTIVES

In accordance with the By-Laws of Local 70125,  
I hereby submit my report on the Foreign Service Directives.

With the Foreign Service Directives having just  
been completed, our first meeting of the new year was in early  
January 1986 to review the Post Index Methodology and consensus  
of opinion was reached on the following points:

- that disposable income be maintained as the  
financial base to which the index would be applied;
- that the Family Expenditure Survey weighting  
pattern be used together with post-specific  
modifications;
- that care should be taken to effect transition  
with least possible disturbance;
- purchasing and consumption patterns should be  
calculated taking into consideration family sizes,  
however, we should avoid developing a matrix that  
would capture family size for the calculation of  
individual salary equalization payments;
- that the question of domestic servants be further  
reviewed with Treasury Board Secretariat.

The committee also reviewed a letter from Accommodation  
Services Section (MRCL) on the market rental survey of the Ottawa-  
Hull area completed by CMHC during December 1985, as well as the  
proposed shelter cost tables, including transitional rates.  
Consensus was reached that, as there are no employees outside Canada  
with an annual salary of less than \$16,000.00, the first two salary  
bands should be eliminated.

The committee met to review the application of the methodology for determining deficiency adjustments for crown-held accommodations with unacceptable deficiencies. Information had been requested from MRCL with examples of cases that had been approved and also cases that had been turned down. The report provided by MRCL was not complete nor up to-date and a further report was requested. The second report was finally provided to the committee from MRCL on February 4, 1987, and the FSD committee is now studying it.

It was noted that during the 1985 Triennial Review of the 1982 Directives, it had been the intent to give the employee the option to claim a composite allowance or actual and reasonable incidental expenses on relocation. Consensus was reached that the intent was to permit a composite allowance for relocation claims under FSD 15.09 and 15.33. It was decided that a letter should be forwarded to all Departments with personnel assigned overseas, it was also noted that this interpretation would be printed in the National Joint Council (NJC) Bulletin.

FSD15.09

- In claiming reimbursement for meals and other expenses while travelling, employees may claim:

- a) the appropriate daily meal allowance(s) for the employee and each accompanying dependant plus actual and reasonable other expenses with receipts, or
- b) the daily composite allowance (meals and incidental expenses) for the employee plus the appropriate daily meal allowance for each accompanying dependant except that where an employee claims under this section, a claim may not be made for laundry, dry cleaning and/or valet services and attendant gratuities under Section 15.10.

FSD15.33

- When authorized in advance, and subject to the specific provisions of this directive, actual and

reasonable living expenses in temporary accommodation, if necessary, for an employee and each accompanying dependant, may be claimed as follows, for;

1) COMMERCIAL HOTEL ACCOMMODATION

Actual and reasonable accommodation and incidental expenses and reasonable expenses for meals in an amount not to exceed the daily meal rate.

2) COMMERCIAL SELF-CONTAINED ACCOMMODATION

Actual and reasonable accommodation and incidental expenses and reasonable expenses for meals in an amount not to exceed 80% of the daily meal rate, except that the full daily meal rate may be claimed for two days.

3) PRIVATE ACCOMMODATION

Accommodation expenses in accordance with the Treasury Board Travel Policy for private accommodation, actual and reasonable incidental expenses and reasonable expenses for meals in an amount not to exceed 80% of the daily meal rate, except that the full daily meal rate may be claimed for two days.

4) TEMP. S.Q. EQUIPPED WITH FURNITURE/APPLIANCES

Actual and reasonable incidental expenses plus the full daily meal rate may be claimed for two days.

5) PERMANENT STAFF QUARTER

Actual and reasonable incidental expenses plus the full daily meal rate may be claimed for two days.

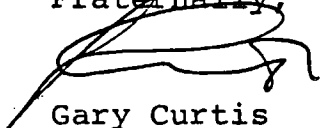
Certain areas of FSD 15 were reviewed after finalization of the Treasury Board Relocation Policy and no action can be taken until approval is given by Council.

It was agreed by the committee reviewing the methodology to determine fixed rate for personal use of a crown-held automobile or alternative transportation (FSD-30) that the annual operating cost be based on a compact car (Ford Tempo, Chevrolet Citation, Chrysler Reliant) for oil changes, tires, lubrication, maintenance and repairs, insurance, depreciation and registration as determined by Supply and Services, Canada. The annual mileage for personal use would be set at 7,000 and the trade-in period be set at four (4) years which is standard practice for Government vehicles.

During the past year I also attended several NJC grievances. In November I sent an all-post telex to PSAC members requesting their in-put to the next FSD review which is due to start on April 1, 1987.

I would like to thank Brother Les Cundel, the Alternate National Director for Countries Outside Canada, Walter Haulena of the Collective Bargaining Branch, PSAC, Chris Dann from the National Component for their assistance. Thanks also to Brothers Bean and Fortune for their assistance.

Fraternally,



Gary Curtis  
National Director for  
Countries Outside Canada

cc Locals 70371  
Z0250  
Z0251  
Z0252

REPORT OF THE WELFARE COMMITTEE: Submitted by Neil Clarke.

Through proclaiming Part IV of the Canada Labour Code, Health and Safety is now a high priority and responsibility of the employer. External Affairs, as usual, lags behind but we are working on obtaining more resources to bring standards up.

2. The Joint Occupational Committee on Occupational Safety and Health (JCOSH) as been re-constituted as per Part IV which our Local representative, myself, acting as co-chairman in rotation with management. A review of the terms of reference for the committee is under way.

3. Negotiations have taken place to establish procedures for health and safety committees at posts abroad. This will make practical the rights of members at posts, e.g. right to know hazards; right to withdraw from hazardous situations.

4. Work is going ahead on upgrading First Aid services in the Pearson Building in order to handle periods during nurses' absence.

5. Health and Welfare Canada has been instructed to conduct air quality surveys. Preliminary results show satisfactory levels (not incl. perfumes, tobacco smoke).

6. Regular hands-on hazard inspection tours are being conducted throughout the building by JCOSH members. Results are passed on to management and re-inspections are to be made at a later date.

7. The departmental smoking policy has been successful and adaptable in meeting the needs of smokers and non-smokers. I thank all our members for their goodwill and co-operation.

8. In addition, I have handled grievances and enquiries concerning space constraints; smoking and leave. Details concerning all points above may be obtained through me or read on an ongoing basis at the Health and Safety Bulletin Board outside of nursing services.

Fraternally,

Neil Clarke, Chairperson,  
Welfare Committee.

Presented at the Annual General Meeting, February 23, 1987.