

# Local 70125

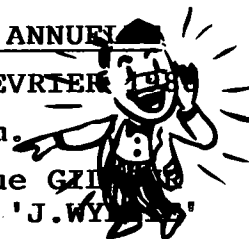
## external affairs

### 22nd ANNUAL GENERAL MEETING

DATE: FEBRUARY 15, 1988  
TIME: 7:30 p.m.  
PLACE: 233 GILMOUR STREET  
BOARDROOM 'J. WYLLIE'

### ASSEMBLEE ANNUELLE

DATE: le 15 FEVRIER 1988  
HEURE: 7:30 p.m.  
ENDROIT: 233 rue GILMOUR  
SALON 'J. WYLLIE'



### A G E N D A

1. CALL TO ORDER
2. ADOPTION OF AGENDA
3. INTRODUCTION: GUEST SPEAKER
4. ADOPTION OF MINUTES -  
A.G.M. 1987
5. EXECUTIVE REPORTS
6. FINANCIAL STATEMENT
7. COMMITTEE REPORTS
8. BUDGET PRESENTATION 1988
9. NOMINATIONS COMMITTEE REPORT
10. ELECTIONS:
  - a) Executive:  
President  
1st Vice-President  
2nd Vice-President  
Secretary  
Treasurer
  - b) Committees:  
Education/Publicity  
Head Steward  
Health & Safety  
Foreign Service Directives  
Membership
  - c) Ottawa-Hull Area Council  
2 Delegates - 2 Alternates
11. OTHER BUSINESS
12. OATH OF OFFICE
13. ADJOURNMENT

### ORDRE DU JOUR

1. BIENVENUE
2. ADOPTION-ORDRE DU JOUR
3. INVITE
4. COMPTE-RENDU -  
FEVRIER 1987
5. RAPPORTS: EXECUTIF
6. RAPPORT FINANCIER 1987
7. RAPPORTS: COMITES
8. BUDGET - 1988
9. RAPPORT: NOMINATIONS
10. ELECTIONS:
  - a) Exécutif:  
Président  
1er Vice-Président  
2ième Vice-Président  
Secrétaire  
Trésorier
  - b) Comités:  
Education/Publicité  
Délégué syndical  
Santé & Bien-être  
Directives aux Service  
Extérieur  
Societariat
  - c) Conseil Régional Ottawa-Hull  
2 Délégués - 2 Sous-Délégués
11. AUTRES
12. SERMENT
13. AJOURNEMENT

ASSEMBLEE

MEETING

# Section Locale 70125

## affaires exterieures

# Local 70125

## External Affairs - Affaires Exterieures

P.O. BOX 1339, STATION "B", OTTAWA, ONTARIO K1P 5R4  
C.P.

### ANNUAL GENERAL MEETING

FEBRUARY 15, 1988

#### EXECUTIVE REPORTS

AUDIT REPORT AND FINANCIAL STATEMENT 1987

#### COMMITTEE REPORTS

BUDGET PRESENTATION 1988

NOMINATIONS COMMITTEE REPORT

#### ELECTIONS OF EXECUTIVE MEMBERS

President  
First Vice-President  
Second Vice-President  
Secretary  
Treasurer

#### ELECTIONS OF COMMITTEE REPRESENTATIVES

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

#### OTTAWA-HULL AREA COUNCIL

Two (2) Delegates  
Two (2) Alternates

OATH OF OFFICE

ADJOURNMENT

REFRESHMENTS

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)  
MINUTES OF THE 22nd ANNUAL GENERAL MEETING  
FEBRUARY 15, 1988

1. **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 Eunice Dubé

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

Seconded by: Heather Brooker. Carried.

2. ADOPTION OF AGENDA

**Gary Doherty** pointed out that a Notice of Motion to amend the Local By-Law 6, Section 1 had been posted. This Motion should be included in the Agenda as Item 9 prior to Nominations Committee Report.

M/S/C Les Cundell/Heather Brooker. Agenda accepted as amended.

**Gary Doherty** introduced the Executive and guests present.

3. INTRODUCTION OF GUEST SPEAKER - Patrick Fortune, President of the National Component, PSAC.

**Pat Fortune** addressed the members on the status of collective bargaining. Explained the formation of the seven tables for the thirty-seven groups. The demands have been submitted to the Employer he pointed out. At the moment the Employer was not only willing to negotiate at seven tables but was not willing to negotiate contract for any groups until some of their demands as the form of negotiations procedures were met.

**Pat Fortune** also explained the negotiations that had taken place to introduce the Dental Plan. A plan 100% covered by the Employer.

His address was followed by a questions and answers period.

4. ADOPTION OF MINUTES OF ANNUAL GENERAL MEETING 1987.

M/S/C Les Cundell/Eunice Dubé. Carried.

5. EXECUTIVE REPORTS

President's Report: Submitted by Gary Doherty

ANNEX A

M/S/C Gary Doherty/Heather Brooker. Carried

First Vice-President's Report: Submitted by Eunice Dubé

ANNEX B

M/S/C Eunice Dubé/Les Cundell. Carried

Second Vice-President's Report: Submitted by Heather Brooker

ANNEX C

M/S/C Heather Brooker/Molly Beauchamp. Carried.

Secretary's Report: Submitted by Molly Beauchamp

ANNEX D

M/S/C Molly Beauchamp/ Heather Brooker. Carried.

6. FINANCIAL STATEMENT 1987: Submitted by Les Cundell

Copy of the Financial Statement 1987 available upon request from the Local Office. Herewith is a reconciliation for 1987.

REVENUES 1987	50,282.03
EXENDITURES FOR 1987	48,511.16
CASH ON HAND DECEMBER 31, 1987	1,770.87
STRIKE WELFARE FUND	3,000.00
FINANCIAL POSITION	4,770.87

M/S/C Les Cundell/Heather Brooker. Carried.

7. COMMITTEE REPORTS

Foreign Service Directives - Submitted by Les Cundell

ANNEX E

M/S/C Les Cundell/ Heather Brooker. Carried.

Health and Safety - Submitted by Neil Clarke

ANNEX F

M/S/C Eunice Dubé/Molly Beauchamp. Carried.

8. BUDGET PRESENTATION 1988 - Submitted by Les Cundell

ANNEX G

M/S/C Les Cundell/Eunice Dubé. Carried.

Questions from the floor were answered by Les Cundell.

9. MOTION BY Heather Brooker

THAT Local By-Law 6 Section 1 be amended to read:

1. The Executive of the Local 70125 shall consist of a President, a First Vice-President, a Second Vice-President, a Secretary, a Treasurer and the Head Steward. The immediate past President may be included in the Executive in an advisory capacity. He/She shall have no vote.

Seconded by Robert Phillips. Carried.

10. NOMINATIONS COMMITTEE REPORT: Presented by Robert Phillips and David Adcock.

Gary Doherty asked Brother Patrick Fortune to conduct the elections. Gary Doherty left the Chair.

11. ELECTIONS

<u>OFFICE</u>	<u>CANDIDATE</u>	<u>NOMINATOR</u>	<u>SECONDER</u>
President	Gary Doherty	Bob Phillips	Neil Clarke
1st Vice-President	Eunice Dubé	Les Cundell	David Adcock
2nd Vice-President	Heather Brooker	Gary Doherty	Eunice Dubé
Secretary	Molly Beauchamp	Heather Brooker	Les Cundell
Treasurer	William Gloss	Eunice Dubé	Molly Beauchamp
Head Steward	No nomination		

ALL were elected by acclamation

Nominations were also called from the floor three times.

b) STANDING COMMITTEES

Foreign Service Directives: Candidate: Les Cundell  
Nominated by Heather Brooker, seconded by Molly Beauchamp. EJECTED

Health and Safety: Candidate: Neil Clarke  
Nominated by David Adcock, seconded by Bob Phillips EJECTED

Membership: Candidate: A. Beauchamp  
Nominated by Bill Gloss, Seconded by David Delaney EJECTED

Publicity/Education: Candidate: Peggy Coupland  
Nominated by Heather Brooker, seconded by Eunice Dubé EJECTED

c) OTTAWA-HULL AREA COUNCIL

Gary Doherty and Eunice Dubé elected Delegates  
Heather Brooker and Bill Gloss elected Alternates

M/S/C David Delaney/Les Cundell that ballots be destroyed. Carried.

Gary Doherty returned to the Chair. He thanked the members for their support and congratulated the newly elected Executive.

12. OATH OF OFFICE

The oath of office was administered to the new Executive by Pat Fortune, President, National Component, PSAC.

13. ADJOURNMENT

M/S/C Heather Brooker/Eunice Dubé that meeting adjourn at 10:00 p.m.

NOTICE OF MOTION  
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NOTICE OF MOTION TO AMEND LOCAL BY-LAW 6 (Section 1) TO READ:

BY LAW 6 - EXECUTIVE

1. The Executive of the Local (70125) shall consist of a President, a First Vice-President, a Second Vice-President, a Secretary, a Treasurer and the Head Steward. The immediate past President may be included in the Executive in an advisory capacity. He/She shall have no vote.

Motion by: Heather Brooker  
Seconded : Robert Phillips

JANUARY 19, 1988

ANNUAL GENERAL MEETING REPORT

**PRESIDENT'S REPORT: Submitted by Gary Doherty**

Since our last Annual General Meeting, this has been an extremely busy year for Local 70125.

In addition to our regular responsibilities we are now heavily involved in the following committees: Diplomatic Privileges and Immunities; Daycare; Department Parking Committee; Equal Pay Studay and Technological Change.

There is also an increase in the volume of work on the Joint Health and Safety Committee as it pertains to Part IV of the Canada Labour Code.

The number of grievances and appeals has increased over last year. I will not go into any details as this information was available at all our monthly meetings.

At this point I will not dwell on the past or present but concentrate on the future.

The Department has embarked on two major projects, FINEX and COSICS - the latter being the most important to our members. COSICS is a fait-accompli but it is the responsibility of the Local, Component and Alliance to ensure that possible cutbacks be kept to a minimum and that redeployment and the Workforce Adjustment Policy are put into place.

With your assistance the Local will monitor and challenge any technological change that affects your jobs.

In closing, I would ask that each of you get involved. There is a severe shortage of stewards and committee representatives. This has forced the Executive of this Local to double and in some instance triple their responsibilities.

At this time I would like to thank each and everyone of them.

I would also like to thank Leonne Kemball, our Office Manager for another year of hard work and for putting up with my moods.

Respectfully submitted.

February 15, 1988

ANNUAL GENERAL MEETING REPORT

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

The year 1987 in Local 70125 was a busy one, full of new and challenging experiences! During my travels to Saskatoon for the Component Convention I met a large number of colleagues and was able to discuss common problems as well as exchange information and views. It was a year of learning. I had occasion to meet with Management and Staff Relations Officers to discuss problems in the workplace in an effort to find plausible solutions. In some instances, satisfactory solutions were reached, in other instances, we reached a compromise and sadly, occasionally no solution was found. The brick walls can prove to be frustrating! Hopefully, with a great deal of perserverance, we will, collectively manage to get over the walls some day. With the departure of our dear colleague Carol Chilton, I became her replacement in the position of First Vice-President and encountered many different facets of the Alliance while still trying to fill her shoes. We miss her. The highlights for 1987 - winning grievances, meeting new people, our Christmas Party and helping the members!

Now that 1988 is well underway, I know that this year will be a busy one. I attended the meeting at Ventura Inn on February 6 and with issues as important as Bill C-33 and the seven tables for Collective Bargaining on the plate, we have our work cut out for us. I will also be a Delegate at the Public Service Alliance Convention in Halifax this Spring and plan to make a valid presentation on your behalf. With these changing times, the introduction of new technology in the workplace and the complex situations that we will face, our only strength is our unity. So, have a good year, keep the lines of communication open and rest assured that if any of you need assistance, we will do our utmost to provide it.

Respectfully submitted.

February 15, 1988



ANNUAL REPORT OF THE 2ND V.P.

Heather Brooker

Representative for Rotational SCYs:

During the past year Management has decided to change the length of postings for rotational SCYs. I polled all rotational SCYs to get an idea of how they felt and the feeling was overwhelmingly negative towards lengthening a posting assignment. Although we conveyed the results of our poll to Management in two meetings they have decided to ignore our findings and go ahead with their plan. It will mean that in a 10-year period a rotational SCY will spend 6 years abroad (at two posts instead of three) and 4 years at H.Q. On January 7th the President wrote to the Director of APS asking that a meeting of all rotational SCYs be convened in the Auditorium off of the Crush Lobby so Management can explain why they felt the need to change the length of postings and to allow for a question and answer period after they present their reasons; to date we have not heard from the Director.

On January 7th the President wrote to the Director of APS asking her to convene a Labour-Management Committee to discuss the rotational SCY appraisal system. At that time we had no idea that Personnel was planning to have promotion boards for rotational SCYs at all levels, just our luck that the timing was right. We have yet to hear from the Director but once the Committee is struck our aim is to limit the opinion of the Board since during every Appeal the Department's defence is usually "in the opinion of the Board this person deserved the mark that was given". The opinion of the Board can be very easily biased and there are not enough check points in place to ensure that those SCYs who are not done justice by way of a fair and accurate appraisal have a chance at promotion. Therefore, we are hoping to make some headway once a Committee is struck to ensure that a better, more efficient way of promoting rotational SCYs in this Department is found.

Alice Power is a Management Exclusion that represents the SCY interest on the COSICS sub-committee. She asked that we have lunch so she can explain what is happening and also to touch base with a PSAC representative since I can better reflect the feeling of the SCYs regarding COSICS. A date was set but she had to cancel, I am optimistic that we will be able to meet soon and that we will be able to ensure that a decent, fair training package is put into place to ensure that our members (all rotational SCYs) will have adequate training when COSICS is introduced.

Chief Shop Steward

This past year has seen some success in winning grievances against some otherwise considered "big wigs". Sister Dube is the one who has really worn the hat of this position. However, I have attended a Chief Shop Steward Training In-Residence course and found it very useful. To this end we are in the process of identifying and approaching all those members who have taken the weekend course in the past 3 years and asking them to maintain the bulletin boards in the Mission they are assigned to so our members abroad can be well informed of how contract negotiations are progressing. Therefore, we hope to have Stewards in place, in Missions abroad in the very near future.

Equal Pay

The Project is moving along well. 83 positions were identified by Treasury Board in this Department. We have about 8 more people to brief and we will be finished. A lot of the questionnaires have been returned and we are experiencing few problems. The general feeling amongst those chosen to fill out the questionnaire is one of interest as opposed to apathy.

Day Care

The Department, through the blessing of the Minister, is willing to finance the start-up costs of an on-site Day Care for External Affairs. To this end we have had two meetings and this week, on Thursday we will be electing an Executive for the Parent Association that will be responsible for getting the Day Care operational by summer of 1989. There seems to be a high interest in External Affairs and the first order of business will be to make up a questionnaire to send out in the paycheques asking people if they are interested to determine the need in External. I am very optimistic on this one since we do enjoy the blessing of the Minister.

Privileges & Immunities for Support Staff Abroad

At the next External Affairs Joint Council meeting Management will be giving us their answer to this highly volatile question. John Kruitoff, President of Local 70137 is really heading the fight on this one, I am a member of the committee representing 70125. I have every faith in John that he is proceeding in the best way that represents all support staff members of External Affairs irregardless of their Union affiliation. We remain optimistic.

Fraternally,

*Heather Brooke*

## ANNUAL GENERAL MEETING REPORT 1987

### SECRETARY'S REPORT: Submitted by Molly Jo Beauchamp

This was my first year as Executive Secretary of Local 70125. During this time I have learned a great deal about the union and the problems that employees are faced while working for the government.

I attended all the Regular Monthly Meetings as well as the Executive Meetings that were called by the President. I have taken the following weekend PSAC Courses: Basic Union Stewards Course, Grievance Procedures and Job Classification.

I have been nominated as the Equal Opportunities Representative for Regions Outside Canada and attended my first meeting in Montreal in November. I have been assigned the Technological Change Portfolio and will be preparing a report to present at my next meeting in April. This is an interesting topic as there are a number of technological changes developing in External Affairs with the introduction of FINEX this year and the upcoming implementation of COSICS. My report will deal with the present situation, problems that are or will be encountered with the introduction of computer technology and any solutions to help alleviate these problems. Any input from members will be greatly appreciated as this is an area that will affect all of us one way or another and we must address it now before we are all replaced by computers.

While in Montreal I attended the PSAC National Women's Conference from November 5-8. The Conference dealt with five main issues affecting women in the workplace: affirmative action, sexual harassment, women and aging, technological change and childcare. I was involved in the affirmative action workshop and found the time well spent. A number of resolutions were passed at the plenary session on the last day to go to Convention in Halifax in April for acceptance. Hopefully some of these will get passed there.

I attended the CLC Women's Conference which was held in Ottawa January 27-30. This conference was very interesting in that it gave me insight into how non-federal government and private sector unions operate and problems they face which aren't that much different from ours. The issues that were discussed were basically the same as the ones at the PSAC Women's Conference. The guest speakers included Shirley Carr, President of the CLC, Ed Broadbent, Leader of the NDP Party as well as two women from South Africa who were on a cross-Canada tour speaking about the difficulties they as women are experiencing in their country.

All in all I found my first year to be very informative and educational. I have given advice when called for and hopefully have helped some members in their various problems such as job descriptions, job dissatisfaction, job transfers, appraisals, dental policy, special leave, etc.

I want to take this opportunity to thank the other members of the Executive for their advice and help when I needed guidance on certain matters.

Fraternally,



Molly Jo Beauchamp

Annual General Meeting  
February 15, 1988

ANNUAL GENERAL MEETING REPORT

**FOREIGN SERVICE DIRECTIVES REPORT:** Submitted by Les Cundell  
Committee Representative

For the current Triennial Review of the Foreign Service Directives by the National Joint Council, Foreign Service Directives Committee, proposals were exchanged by the staff side and the official side on September 3, 1987. Staff side presented 87 proposals and the official side presented 62 proposals. The first to discuss the proposals was held on January 8, 1988. Other meetings held dealt with grievances, the Post Index Methodology and the Methodology for Calculations of Annual Increases.

At the first meeting the official side indicated that we have a good package which does not require any major change. They see this review as a fine tuning exercise that changes are justified, they would respond to problems. Their main thrust is to simplify, reduce complexity and the administrative burden. They will continue to explore other possibilities for simplification.

Staff side expressed its concerns; that there be a clarification of areas of responsibility, such as determination of who is considered the deputy head; that staff side have full representation on the "foreign service interdepartmental co-ordinating committee; that lengths of postings be an NJC FSD matter; that the Foreign Service Premium system be restructured and that there would be a form of compensation for the status and benefits of diplomatic staff versus non-diplomatic staff.

Because there has been many grievances against FSO 50, the NJC FSD Committee requested that the department of External Affairs conduct a survey of claims from 1983 and 1984 and determine if the department had re-interpreted the directive. This would be important for the committee to know to enable it to adopt a consistent position on FSD 50.

Discussions have been held on the calculation of annual increases under the FSDs. Consideration is being given to calculate the increase by using 'the weighted average of the annualized compound percentage salary increase in rates of pay' instead of the currently used system "The annualized compound percentage salary increase".

Discussions have also been held on the calculations of post indexes. Presently the calculations are based on the 1969 post weighting patterns. Consideration is being given to use the 1982 Family Expenditure Survey.

Hopefully the current triennial review will be able to reach agreement in time to meet the April 1, 1988 implementation date.

Respectfully submitted

February 15, 1988

HEALTH AND SAFETY COMMITTEE REPORT: SUBMITTED BY NEIL CLARKE

Through activity in the departmental Joint Occupational Safety and Health Committee (JCOSH) and responding to numerous inquiries of our members, health and safety problems continue to be important. Some issues / concerns of note:

1. SMOKING POLICY - although the new arrangements were imposed unilaterally and without consultation we are making the best of it. Smoking rooms have been set up in each tower of Pearson Building the cafeteria and at Place du Centre. Complaints have been dealt with and I expect the set-up to remain until the January 1989 deadline for a complete ban. An extension of the policy to exempt staff is in the works and smoking cessation courses were provided to those interested.

2. J.C.O.S.H. TERMS OF REFERENCE were revised to conform to the Canada Labour Code Part IV.

3. INSPECTIONS of the worksites continue with reports analysed by J.C.O.S.H. and forwarded to the headquarters management. The level of cooperation with Public Works has been abysmal due to a constant change of staff and indifference on their part. Steps have been taken to pressure P.W.C. to complete work promptly.

4. A.I.D.S. educational information has been sent to members at posts while an information session was held for headquarters staff in June.

5. FIRST AID The training and supplies have been upgraded to ensure that trained committed individuals can provide needed assistance.

Details and Minutes of J.C.O.S.H. meetings can be read on the Health and Safety Bulletin Board outside of the nursing services office.

PRESENTED AT THE ANNUAL GENERAL MEETING  
FEBRUARY 15, 1988.

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