

Local 70125

external affairs

23rd ANNUAL GENERAL MEETING

DATE: FEBRUARY 20, 1989
TIME: 7:30 p.m.
PLACE: 233 Gilmour Street
J.C. CARLOS BOARDROOM

ASSEMBLEE ANNUELLE

DATE: LE 20 FÉVRIER 1989
HEURE: 19:30
ENDROIT: 233 rue GILMOUR
SALON J.C. CARLOS



A G E N D A

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. GUEST SPEAKER *collective bargaining*
5. ADOPTION OF MINUTES -
A.G.M. 1988 *Delaney / Conpland*
6. EXECUTIVE REPORTS
7. FINANCIAL REPORTS
8. COMMITTEE REPORTS
9. BUDGET PRESENTATION 1989
10. NOMINATIONS COMMITTEE REPORT
11. ELECTIONS:
 - a) Executive
President
1st Vice-President
2nd Vice-President
Secretary
Treasurer
Head Steward
 - b) Committees
Health & Safety
Foreign Service Directive
Education/Publicity
Membership
 - c) Ottawa-Hull Area Council
2 delegates - 2 alternates
12. OATH OF OFFICE
13. ADJOURNMENT

ORDRE DU JOUR

1. BIENVENUE
2. PRESENCE
3. ADOPTION-ORDRE DU JOUR
4. INVITÉ
5. COMPTE-RENDU - FÉVRIER 1988
6. RAPPORTS: EXÉCUTIF
7. RAPPORT: FINANCIER
8. RAPPORTS: COMITÉS
9. BUDGET - 1989
10. RAPPORT DU COMITÉ DE MISE EN CANDIDATURE
11. ELECTIONS:
 - a) Exécutif
Président
1er Vice-Président
2ième Vice-Président
Secrétaire
Trésorier
Délégué syndical
 - b) Comités
Santé et Bien-être
Directives aux
Service extérieur
Éducation/Publicité
Sociétariat
 - c) Conseil Regional Ottawa/Hull
2 Délégués - 2 Sous-délégués
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 20, 1989

EXECUTIVE REPORTS

AUDIT REPORT AND FINANCIAL STATEMENT 1988

COMMITTEE REPORTS

NOTICE OF MOTION - Posted and circulated December 6, 1988

BUDGET PRESENTATION 1989

NOMINATIONS COMMITTEE REPORT

ELECTIONS OF EXECUTIVE MEMBERS

President
First Vice-President
Second Vice-President
Secretary
Treasurer
Chief Steward

ELECTIONS OF COMMITTEE REPRESENTATIVES

Health and Safety
Foreign Service Directives
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 23rd ANNUAL GENERAL MEETING
FEBRUARY 20, 1989

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

MOTION BY William Gloss

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

Carried.

2. ADOPTION OF AGENDA

William Gloss, Treasurer pointed out that a Notice of Motion for Local 70125 to increase Local share of Union dues has been posted December 6, 1988 and that Motion be included in the Agenda prior to Item 7, Budget Presentation.

M/S/C W. Gloss/H. Brooker. Agenda accepted as amended.

Eunice Dubé introduced the Executive and guests present.

3. INTRODUCTION OF GUEST SPEAKER-Susan Giampetri, Vice-President, PSAC.

Susan Giampetri addressed the membership and spoke on Collective Bargaining a topic chosen by the membership.

Patrick Fortune, President of the National Component also addressed the members present and spoke on the importance of support for the Executive of Local 70125 and their involvement in Local affairs.

4. ADOPTION OF MINUTES OF ANNUAL GENERAL MEETING 1988.

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

5. EXECUTIVE REPORTS

President's Report: Submitted by Gary Doherty

Gary Doherty presented his report as President of Local 70125 for the period of February - October 1988.

(ANNEX A)

Eunice Dubé presented a President's Report for the period of November 1988-February 1989.

(ANNEX B)

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

Eunice Dubé presented her report for the period of February - October 1988.

(ANNEX C)

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

(ANNEX D)

Secretary's Report: Submitted by Diane Crouse

"Since my election as secretary in October I have been representing the Local on the Department's daycare committee as a regular duty, I also assisted in taking the strike mandate vote, have sat on the honorarium committee, and have responded to information requests from members. Although I have barely gotten my feet wet during this time, this brief experience has introduced me to the complexity of the issues facing Local 70125 members."

M/S/C Dianne Crouse/ Heather Brooker. Carried.

Diane Crouse then submitted the Report of the Honorarium Committee.

(ANNEX E)

6. AUDIT REPORT AND FINANCIAL STATEMENT 1988: Submitted by William Gloss.

M/S/C William Gloss/Les Cundell. Carried.

(Copy of the Financial Statement 1988 is available upon request from the Local Office.)

RECONCILIATION

Revenues for 1988	50,145.71
Expenditures for 1988	<u>47,649.21</u>
Equals cash on hand	2,496.50

FINANCIAL POSITION

Cash on hand as of December 31, 1988	2,496.50
Strike Welfare Fund	3,000.00
Accumulated Interests on Investment	<u>44.05</u>
	5,540.55

MOTION by William Gloss, Treasurer

THAT PSAC LOCAL 70125 (EXTERNAL AFFAIRS) increase Local dues by fifty cents (0.50) per member per month.

Seconded by Gary Doherty. Carried.

7. COMMITTEE REPORTS

Health and Safety Committee Report: Submitted by Neil Clarke

(ANNEX F)

M/S/C N. Clarke/ G. Doherty. Carried.

8. PROPOSED BUDGET FOR 1989: Submitted by William Gloss.

The proposed budget for 1989 was discussed and accepted by the members present.

(ANNEX G)

Before leaving the Chair, The President Eunice Dubé asked George Stewart to present the Nominations Report and Susan Giampetri to conduct the elections for the new Executive and Committee Representatives.

HEREWITH ARE THE RESULTS OF THE ELECTIONS:

EXECUTIVE

President: Eunice Dubé - Nominated by Gary Doherty
Seconded by Eric Conlon Acclamation

1st Vice-President: Donald Larkin - Nominated by P. Fortune
Seconded by D. Delaney Declined

Position Vacant

2nd Vice-President: Heather Brooker - Nominated by Robert Philips
Seconded by Deborah Koop

Elected by acclamation

Secretary: Diane Crouse - Nominated by Barry Honeyman
Seconded by B. McVicar Acclamation

Treasurer: Les Cundell - Nominated by W. Gloss
Seconded by Gary Doherty Acclamation

Chief Steward: Kevin McCarthy - Nominated by Eric Conlon
Seconded by Jane Jones Acclamation

COMMITTEE REPRESENTATIVES

Health & Safety: Neil Clarke - Nominated by Eunice Dubé
Seconded by Keith Wilson Acclamation

Membership: William Gloss - Nominated by Eunice Dubé
Seconded by Heather Brooker Acclamation

Education/Publicity: Vacant

Foreign Service Directives: Ron Legault - Nominated by Les Cundell
Seconded by W. Gloss

Elected by acclamation.

OTTAWA-HULL AREA COUNCIL

Delegates

Gary Doherty
Eunice Dubé

Alternates

Heather Brooker
Diane Crouse

Eunice Dubé returned to the Chair. Thanked the members for their support.

9. OATH OF OFFICE

The Oath of Office was administered to the new Executive and Committee Representatives by Susan Giampetri.

10. ADJOURNMENT

M/S/C Garry Doherty, seconded by David Delaney. Carried.

Refreshments was served.

PRESIDENT'S REPORT - Submitted by Gary Doherty

February - October 1988

As some of you are aware, I was unable to complete my term of office due to health reasons. So this report covers the period from February to October 31, 1988.

I would like to thank the members of the executive past and present for their support during my four and a half years as President of this Local and a special thank you to Léonne Kemball, our Office Manager.

I will make this report as brief as possible. For those of you who have attended the monthly meetings, you have read my monthly reports so there is no need to bore you again. For those of you that do not attend monthly meetings, I do not have the time nor the inclination to repeat myself.

The two major concerns of this Local are privatization and technological change.

In 1982 when I joined this Department, External Affairs was lagging behind other government departments in technological change. At present moment we will surpass these departments. COSICS, FINEX, WIN EXPORT will soon cost our members their jobs. Contrary to popular belief the only thing that is unique about our Department is that we will be served with surplus notices faster than other Departments.

You are working for a ruthless employer.

The 'Make or Buy Studies' continue. I attended five out of the six sessions. I left each session feeling that more members would lose their jobs.

The members themselves, even after I spoke with them, said they were unique and management would look after them. GOOD LUCK!

If this report tends to sound negative, that's because it is.

Your current Executive and your Union cannot exist without your support, your input and your participation.

They are your elected officers but they cannot do it alone.

If each member of this Local could give up one coffee break a week to help your Local, that would be 15 minutes multiplied by 1550 members - that's a hell of a lot of time .

In closing, I urge you to attend meetings, read the notices on the boards and get involved.

Respectfully submitted.

Annual General Meeting - February 20, 1989.

PRESIDENT'S REPORT - Submitted by Eunice DubéNovember 1988 - February 1989

Of great impact to the Local was the resignation of our President, Brother Doherty. I was then, for the remainder of the tenure of Office, elected at our monthly meeting as the new President. I took over a very heavy portfolio and have my hands full trying to contend! The problems to be addressed are numerous and have proven burdensome at times.

During these past few months, I have devoted many hours to grievances and problems upon problems. Recognizing the fact that I am still a novice in this new role, I can only assure you that I am doing my best at all times. Perhaps the membership has reason to gripe, but I ask you all to remember that there is only one of me.

I nip tenaciously at the heels of Management and sincerely try to serve as conscience! I realize that members at times become disenchanted because I cannot devote 100% of my work day to them, but, I would gently remind them that I too must justify the earning of my salary to our Employer. I now can make my speech. I ask everyone of you present this evening as well as all members who read this report to get involved! Yes, it may infringe on some of your well-deserved leisure time - just remember, the job you are saving may be your own!:

I have attended, as your Local President, two EAJC meetings, a meeting concerning COSICS and a meeting regarding the "Make or Buy" Studies. I stressed the fact that the Members were concerned with the lack of feedback and reminded Management that the Union did not look favourably upon the possibility of the loss of anyone's job. Our National Component President, Brother Pat Fortune, was in attendance at most of these meetings and I would like to take this opportunity to thank him for his whole-hearted support. My thanks also to Brother Lloyd Fucile and Sister Mary Ramsay for their assistance and support through many trying times, to the Regional Office for their co-operation and courses provided, to Brother Doherty, mentor and friend, to Sister Brooker for her support and exchange of ideas and information, to Brother Gloss who keeps our financial records ship-shape and to Brother Neil Clarke for his genuine concern vis-à-vis our safety. A thank you also to Sister Diane Crouse, our Secretary on the Executive. The input by Sister Crouse and Sister Kenna McCall, my alternate on the E.O. Committee, has assisted greatly. Special thanks to all who assisted the Local during the Strike Vote Mandate - you know who you are! Heartfelt thanks to those whose ear I would bend - you know who you are! This report would be remiss if I did not salute our Office Manager for her devotion, all the preparations - with an eye on detail - and her full co-operation at all times. Thanks Léonne! I have just begun to try and make a significant contribution which will help our Members at Headquarters and Outside Canada. I ask for your support and ask you to get involved. T O G E T H E R, we just may do it.

Fraternally

Annual General Meeting - February 20, 1989

REPORT - FIRST VICE-PRESIDENT Submitted by Eunice DubéFebruary - October 1988

Took my Oath of Office at the last Annual General Meeting to serve for another term in my capacity as First Vice-President of our Local. Busied myself handling first level grievances as assigned, meeting with Management to resolve problems in the workplace and meeting with members to address their particular concerns. Am pleased to report that many problems were resolved to the satisfaction of all those involved.

During my tenure, I attended the PSAC Triennial National Convention in Halifax, April 18th to 22nd, 1988, several External Affairs Joint Council meetings as well as two meetings on the "Make or Buy Studies". I was also appointed to the National Component Equal Opportunities Committee as member for Outside Canada. I attended the Committee Meeting which was held at the Skyline Hotel in Ottawa October 15th and 16th and met members from every province across Canada including the Territories. The aims and objectives of this Committee are to assist in the PSAC's efforts to improve conditions relating to equal opportunities for all members, to help individuals on the job and to co-ordinate with the Component and PSAC to achieve equality. My portfolio is Technological Change. I shall be tabling a report when the Committee meets again on February 24 and 25 and will sit on the E.O. sub-committee on Selection on the 27th. I will then serve as co-facilitator at the Conference with Brother Labonté from the province of Quebec. Our workshop is on Technological Change and we hope to bring about, from the participants, a few sound resolutions which will prove beneficial to all members during the trying times ahead. I was also in attendance at the Seminar conducted in London, England on November 5 and 6, 1988. A steward course was conducted by Lloyd Fucile and Mary Ramsay, Component Officers, during which grievance handling and appeal rights were emphasized. Component President, Patrick Fortune encouraged members to support the Strike Mandate Vote and members were advised to guard their rights carefully and to review very seriously collective bargaining initiatives by the PSAC. Alternate Vice-President, Outside Canada, Gary Doherty and I reviewed with the 21 members operational matters, including preparation for the E.O. Conference and the impact of reorganizations. We stressed the need to work together and to develop proper communication networks between all posts in the face of evolving technological change. Vice-President, David Delaney was our host. Brother Fortune and Brother Delaney predicted job loss and the displacing of untrained people. In summation we are facing a changing work environment! I can only ask that we continue to work together as you all must realize that collectively we can make the difference!

Fraternally

Annual General Meeting - February 20, 1989

February 17, 1989

ANNUAL REPORT OF THE
2nd Vice-President
Heather Brooker

SCY Representative

During the past year we've not heard from Management in terms of trying to align the length of postings for SCYs with that of other groups. It was a hard fought battle to maintain the status quo but a poll of the SCY group left no doubt that the status quo was indeed what the group preferred. We will hope that this issue does not come up again because if it resurfaces then the group will have to be re-pollled for their opinions since the last poll was conducted in winter '87. During the past year it was felt by some SCYs that a systematic declassification of senior SCY positions was ongoing. I tabled an item on External Affairs Joint Council agenda and 4 noonhour sessions on job description writing was staged by Management. The sessions were well attended and welcomed by the SCY group as far as I could discern. I co-chaired a Labour-Management Committee meeting with Brother Doherty to suggest changes to the present SCY appraisal system. The ideas were well received and our concerns highlighted to Management but to date I'm not sure that any of the ideas have been adopted. Even if they have not taken action SCY concerns over such things as accessibility to language training during office hours, quality of appraisal reports written by supervisors from other Departments on secondment to External, seniority and promotion, and other concerns surrounding the process of promoting SCYs was highlighted to the Director and Deputy Director of Personnel as well as a Staff Relations officer.

Daycare - External Affairs

I have turned the file over to Sister Diane Crouse. Since I am on secondment to Treasury Board and located downtown it was not possible for me to attend the meetings. I do understand, however, that an architect has been busy redesigning a section of printing. No opening date has been suggested and no guesstimate is available at this stage. Suffice to say it looks like a sure thing that one will open in External Affairs. We will keep you posted. Once my secondment has ended I will once again be available to participate in whatever way I can and whatever way I am needed.

Chief Steward

As I reflect back on the past year I am pleased to say the representation the members have received from those of us who are active Stewards has been no less than superior. Those members who needed our assistance during the year to represent you in the grievance process, or complaint stage, have by and large been satisfied. There are some in the audience here tonight. We constantly represent those members who feel they have been done an injustice and wish to utilize the rights they have ensconced in the collective agreements. I cannot emphasize enough how important the collective agreement is in letting you know your rights in the workplace and what to do if you feel those rights have been violated. I encourage you to use the grievance procedure, it has been bargained for, it is a right, it is a check and balance system that is in place to afford you, THE MEMBER, protection against injustice! We need more Stewards in this Local, members who are willing to undertake some training in order to represent and counsel other members in need. Please get in touch with our office manager, Leonne Kemball, 233-8277 for more information on upcoming Alliance courses.

Strike Captain

There has been a lot of activity in the past year. We had a demonstration on March 23 and another on June 1st in support of collective bargaining and trying to send a message to the employer that WE WANT A CONTRACT NOW! However, here we are almost a year later after the first demonstration and there is still no contract. The good news is that the legal process the PSAC is subject to before we can get into a legal position to strike is almost at the end. It looks very good for the PSAC this time around in that we have approximately 130,000 members in a position to strike at the same time, Treasury Board lost their case in designations on the DA group and it looks like they might lose their case for the other groups as well, members are taking job action now in support of the intensified round of negotiations like "sick-ins", dressing down, wearing buttons, black armbands, staging demos after work, etc. I believe the employer has received a message from PSAC members across the country that with the results of the strike vote mandate, the attitude of employer and the job action being taken once we are in a legal position to strike, there is little doubt the majority will walk. I sincerely hope a strike can be avoided, it is not a pleasant thing, but if it means that we have to walk to show Treasury Board that we want a decent wage offer, job security, equal pay for work of equal value and respect then we will. Read your bulletin board located en route to the cafeteria next to the garage elevator for the latest information on collective bargaining. We are in touch with Brother Ian Howie of Public Works who works in our building and who is always instrumental in getting the word out that a demonstration is planned, thanks to Brothers Howie and MacAllister for their invaluable assistance in getting our Local members motivated.

Privileges and Immunities

On March 23, 1988 the ADM of Personnel announced that the Department would begin negotiations with foreign countries in order to secure diplomatic status for our support staff (members) serving at posts abroad. This was indeed welcome news. Brother John Kruitoff, President of the CM Local led the charge on this quest and as a result of that thrust our members no longer feel like second class citizens in posts abroad. We are all Canadians, we are all entitled to be treated the same and most of all the least we can expect of a fellow Canadian citizen is recognition of that fact. It took a long time to convince our fellow citizens, Management, but finally through sheer determination we managed. Those few countries that are holding out (since it is a host country decision) will continue to face pressure from our senior management to see light on this issue since we are not far behind senior management continually reminding them of their commitment to secure the diplomatic status for our members. In the meantime the Department is trying to make amends behind the scenes and within their jurisdiction.

Alliance Convention

I attended my first Alliance convention during the past year. I suffered a disappointment in that I saw something lost on the Convention floor that could have helped our members. Those rotational employees that find themselves in the temporary situation of being "management excluded" should have a means or access to some protection from the PSAC if they should wish to opt in to such a process. Resolution #10 would have afforded some protection, but it was lost. Therefore, I feel it incumbent upon me that a resolution be put forward to our Component Convention, to be forwarded to the next Alliance Convention that a process be put in place in case our members should find themselves in the position of being management excluded temporarily. I have had to deal with a case in the past year where personnel posted a member into an excluded position then began harassment tricks. These types of "circumventing the system" tricks by management must be counter-acted.

National Director

I wish to thank those members who supported me in my bid for the nomination of National Director, Countries Outside Canada. It was an exhilarating election both at the Local level and the Board of Director level. I was successful, in the end, and my activities in that area are ensconced in another report. However, let me take this opportunity to thank all those members who came out and voted for me in May and especially Brother Doherty, who was President at the time, for his unwavering support and guidance on how to win a tough election. Thank you Brother - from the heart!

Optimism

I am optimistic that this year will see the light of a new contract, fair and just for all, without having to strike. However, job action before a strike often means no strike will be necessary since the employer gets the message. The strike vote mandate was one message; the demos by members at the airport after working hours, the sick-ins, the dressing down, armband and button wearing are all examples of job action that give the employer the message that "THE MEMBERS ARE RESTLESS AND WE WANT A CONTRACT! WE ARE FED UP WITH WAITING! If this present round of intensified negotiations fails and we find ourselves on the conciliation route, it won't be long after the conciliator's report is tabled that we will be in a legal position to strike. I personally hope it won't come to that but if it does then I will be found standing next to my other sisters and brothers on the picket line.

Education

I continue to attend courses offered by the PSAC since there are many things to learn about the labour movement, the processes and I like to be prepared when members pose questions. There are many issues that one must be attuned to and the subjects are broad and diverse. This year will be no exception and I have already applied for several courses. I encourage those of you in the audience to attend a few courses as well, if only to get in touch with your rights, you might be amazed.

Thank You

There are many people that deserve my thanks, it would be impossible to name them all. I'll say a particular thank you to Brother Gary Doherty, it was indeed a pleasure to serve under his presidency for the better part of the past year. He has provided me with invaluable advice and guidance and has always steadfastly supported me in my endeavours. A special thank you to Sister Eunice Dubé. She is my friend and mentor and I have been privileged to stand by her side on her executive these past few months and would be honoured to have another opportunity to serve with her in the upcoming year. Most of all though I would like to say THANK YOU MEMBERS, for giving me an opportunity to be your representative. For casting your vote in my direction when the time called for it and for putting your faith and trust in me to do a good job. I hope that I have not disappointed you and since I'm seeking re-election tonight the outcome of that election will be my answer.

In solidarity,



Heather Brooker

REPORT OF THE HEALTH & SAFETY COMMITTEE: Submitted by Neil Clarke

The following are areas of concern to members that I have been involved in during the past year.

1. Government Smoking Policy - Everyone is familiar with the policy and fallout. In the Labour-Management Health and Safety Committee (JCOSH) we were successful in 'softening the edges' of the policy until January 1, 1989. This Local will continue to seek fair treatment for smokers and non-smokers.
2. Workplace Hazardous Materials Information System (WHMIS) - in effect since October 31, 1988. The importance for members is that we have a right to know with detailed documentation about all dangerous substances in the workplace. As your representative and co-chair of JCOSH (along with my alternate, Keith Wilson and newly appointed representative for Passport Office, Gilles Maurice) I will be involved in further promotion and education of this scheme.
3. After years of managerial indifference we are close to the appointment of a full-time Health and Safety Officer for the Department. The Local and JCOSH will be vigilant of management's sincerity.
4. JCOSH continues to have workplace inspections for hazards and health problem each month. Response by Public Works and MFMM has improved somewhat since last year.
5. I attended, as an observer, several meetings of the Employee Assistance Programme Advisory Committee which advised on a new policy.
6. I dealt with many health and safety related enquiries by members and managers. All worked towards mutual satisfaction of the problems.

Fraternally

Presented at PSAC Local Annual General Meeting on February 20, 1989.

Local 70125

External Affairs - Affaires Exterieures

NOTICE OF MOTION

December 5, 1988

TO ALL MEMBERS OF PSAC LOCAL 70125 (EXTERNAL AFFAIRS)

AT A MONTHLY MEETING HELD ON NOVEMBER 26, 1988
AT 246 QUEEN STREET, SUITE 202 THE FOLLOWING
NOTICE OF MOTION WAS PRESENTED BY WILLIAM GLOSS, TREASURER:

THAT PSAC LOCAL 70125 (EXTERNAL AFFAIRS)
INCREASE LOCAL DUES BY FIFTY CENTS (0.50)
PER MEMBER PER MONTH.

SECONDED BY: Gary Doherty

THE ABOVE MOTION WILL BE PRESENTED TO THE
MEMBERSHIP AT THE ANNUAL GENERAL MEETING TO BE HELD
IN FEBRUARY 1989.

POSTED DECEMBER 6, 1988.

français au verso...

please
circulate

faire
circuler

AVIS DE MOTION

A L'ASSEMBLÉE MENSUELLE DU 26 NOVEMBRE 1988
TENUE AU 246 RUE QUEEN, SUITE 202 L'AVIS DE MOTION
SUIVANT FUT PRÉSENTÉ PAR WILLIAM GLOSS, TRÉSORIER:

QUE LA SECTION LOCALE 70125 (AFFAIRES
EXTERIEURES) AUGMENTE SA COTISATION LOCALE
DE CINQUANTE SOUS (0.50) PAR MEMBRE CHAQUE
MOIS.

APPUYÉ PAR: Gary Doherty

CETTE MOTION SERA PRÉSENTÉE AUX MEMBRES DE
LA SECTION LOCALE 70125 LORS DE L'ASSEMBLÉE ANNUELLE
QUI AURA LIEU EN FÉVRIER 1989.

AFFICHÉ LE 6 DECEMBRE 1988.

National Director - Countries Outside Canada

Report of Activities

September 1988 - February 1989

- Sept. 24-30/88 - - NBoD Meeting
- Oct. 25/88 - Meeting with PAFSO representative
re: Housing Acquisition Policy
to structure staffside approach.
- Nov. 5-6/88 - European Seminar hosted by National
Component and Local 20251, London,
England. I presented a report on
FSD negotiations to members from
across northern Europe.
- Nov. 8/88 - FSD Sub-Committee Meeting - grievance
presentation - PIPS and IBEW members.
- Nov. 14/88 - Meeting with National Component President,
staffers from National Component and
Alliance Centre and my predecessor to
discuss mandate of National Director
and parameters.
- Nov. 17/88 - FSD Sub-Committee Meeting - presentation
of staffside position re: Housing
Acquisition Policy.
- Nov. 18/88 - Luncheon meeting with PAFSO representa-
tive re: Post Hardship Rating Form,
Equal Pay Study and further restructuring
of staffside position on Housing Acquisition
Policy.
- Nov. 23/88 - Assisted Local 70125, External Affairs,
in conducting their strike vote mandate
balloting.
- Dec. 13/88 - Meeting with National Director, NCR.
- Dec. 22/88 - FSD Sub-Committee Meeting - to ratify
FSD Report to Admin. Committee of NJC.
- Dec. 23/88 - Meeting with PAFSO representative re:
Post Hardship Rating Form to structure
staffside approach.

- Jan. 24-27/89 - PSAC/National Board of Directors'
- Meeting - clear up an outstanding business from the 1988 Convention and discuss issues, i.e., collective bargaining, education, etc., that are of interest to the members and ongoing in terms of ever changing.
- Jan. 31 - FSD Sub-Committee Meeting - to render a decision on a grievance under FSD 15.17.
- Feb. 27 - meeting to discuss and hear two grievances by PSAC members under FSD 45 as well as to render an interpretation on FSD 25 for a PSAC member.

The triennial review of the Foreign Service Directives has been completed and the most notable changes can be found in the Annex to Personnel Management Manual Bulletin No. 89-1. This Annex together with a copy of the Foreign Service Directives dated December 1985 encompass the newly reviewed FSDs. The full text of the new FSDs is currently in production and will be distributed in due course. If you are interested in obtaining a copy of the above-mentioned Bulletin (dated Jan. 17/89) call ABKR. One hiccup remains in the process and that is a misinterpretation of what the FSD committee consensus was regarding the area of "simplification" of certain FSDs. The official side misinterpreted the discussions and reported that the PSAC has agreed to "reopen" the 1989 FSDs to consider outstanding proposals for simplification of the Directives. (See PMM Bulletin 89-1 para 3 p 3). Since PSAC realizes that simplification for the Directives could mean losses of members' jobs (if we agreed to the official side's proposal of simplification) we are vehemently opposed to "reopening" the FSDs. However, in the interest of concluding the negotiations we did agree to "listen" some more to the official side's position. In order to have the "mix-up" cleared up, Brother Daryl Bean has written to G. Capello, Chairperson of the NJC to register our objection and request that the wording of PMM Bulletin 89-1 be corrected and re-distributed as soon as possible. Another reference document concerning relevant changes to the FSDs is the PSAC Weekly Newsletter, Vol. 23 No. 5 for the week ending Feb. 3/89. Copies available at the back or through me.

THE EFFECTIVE DATE OF THE NEW FSDs IS FEBRUARY 1/89!

Effective April 1st, 1989 an increase of 3.84% will be applied to those monetary FSDs. This percentage was arrived at based on figures Treasury Board used in settling contracts with employees across a whole range of occupations during fiscal 1987-1988. Of course the methodology is a complicated mathematical procedure that is difficult to breakdown for the purposes of a report, however, the figure is non-negotiable and our PSAC Labour Economist, Walter Haulena, has scrutinized the background information. He has pointed out some interesting comparisons and we shall be addressing that matter in due course.

Also effective April 1st are shelter-cost increases. The new FSDs encompass a changed method of calculating an employee's rent share, i.e., instead of an increase based on your salary the day you arrived at post, the increase will be based on an employee's salary the preceding December 31st. There is also a "rent-to-income" protection clause that states an employee will not be paying more than 25% of the employee's actual salary for those employee's whose income is painfully low in the beginning. The increases are in accordance with rent increases in the Ottawa-Hull area. The figures were also reached based on the "assumptions of occupancy" which bases itself on the data that 85% of the staff would find accommodation in Ottawa and 15% in Hull.

Three major issues that are under review are: Post Rating Form (to determine hardship level for any given post); Housing Acquisition Policy (to increase amount of crown-owned housing abroad); and provision for payments under the Directives for those employees on maternity leave without pay.

Post Rating Form: PAFSO representative, Christine Manseau and I have met several times on this issue and formulated a staff-side response to the Department's proposals. There has been no radical change to the basic system yet some adjustments have been made to incorporate such factors as: AIDS, bottled water, air conditioning available in hot climates as opposed to 20 years ago when system was devised. Some 15 posts stand to see a change in their hardship rating either upwards or downwards and it is inherent upon us to see that the proposed changes are not implemented without due consideration to our position. PAFSO and PSAC are watching the situation closely with an aim to improving the present levels of our hardship posts abroad. If and when any given post's hardship rating changes it will be incorporated in a telegram outlining the reasons for the change.

Housing Acquisition Policy: PAFSO have some grave concerns regarding the Department's new policy. They have requested an interpretation of the policy under FSD 25.4.57. All-in-all, and especially in the short-term, the policy looks like a good one for our members in that it will effectively overhouse all single employees with a two-bedroom accommodation regardless of location. However, in the future I can see some concerns whereas there may be accommodation at any given post where the more desired of the two would be allocated to a single officer simply because the Head of Mission did not have the authority to lease something suitable for both employees according to FSD 25. The new policy also severely restricts the HOM's discretion to allocate housing as appropriate. I have witnessed a settlement for a member who had to go the grievance route in order to make his point that under FSD 25 the size of his family should be a consideration and the Housing Committee at post had not taken that factor into consideration when they had allocated housing. The HOM had the discretion to render a decision and rectify the problem at the 1st level of a grievance. This new policy would not allow that much flexibility to the HOM but introduces a cumbersome, red-tape process for exceeding its guidelines. We are monitoring the situation closely.

FSD Premiums for Employees on Maternity Leave: If an employee wished to go on maternity leave while at post they would not be in receipt of their applicable FSD premiums after 5 weeks. Staffside is endeavouring to have provisions made for such situations ensconced in the FSDs. In the PMM Bulletin 89-1 it has been written that we agree to reopen the FSDs on this issue. As far as I can discern, the book has never been closed. There is good news to report, it looks like a viable solution may have been found to this very sticky issue. At present the situation takes legislation concerning Unemployment Insurance, Income Tax, Foreign Service Directives, etc., into consideration when an employee finds themselves in the above situation. Most times it ends up that FSD premiums are cut-off after 5 weeks. Hopefully a position will be agreed to soon but as yet it is still being considered.

I have received correspondence from the Chairperson of the National Directors' Jurisdiction Committee of the PSAC asking for opinions of National Directors to identify problems associated with jurisdiction. I have copied the Vice-President for Countries Outside Canada and his Alternate of the Component to elicit their views on the subject. As well, since our region is unique and different from the others I have also raised the subject with the Presidents of the Locals in the Caucus, i.e., Washington London and Continental Europe). I perceive this as a unique opportunity for our Caucus to express their views both internally and externally on the perceived role of the position I occupy. I have requested written opinions of the above-listed people and will be considering their views before formulating a response to Brother MacEwen's letter.

I have been in phone contact with Z Locals 0250 and 0251 regarding the possibility of my attendance at their Annual General Meeting. In order for me to attend the two meetings would have to be held fairly close to one another on the calendar. We are still discussing the matter and the possibilities look good. I believe it necessary to take the word into the field so that those members on posting do not feel left out or slighted. Sometimes a visit will do more for members than any tonnage of paper could ever hope to accomplish. I will be contacting Z Local 0252 this week to discuss this issue as well. It is a difficult thing to coordinate considering timeframes, availability of people and reasonable airfares, however, with a little foresight and a lot of coordination it is very possible.

Generally speaking I am the voice and one vote at the national level for our members in the Outside Canada caucus. In order for me to effectively do my job I need to know the opinion of members on issues like: smoking, collective bargaining, anything concerning the FSDs, PSAC's policies on abortion, capital punishment, politics, etc. I recognize that you, the members, have expressed a wish that I speak on your behalf when I attend the Board and in other instances, however, I need input in order to accurately reflect the position of the Outside Canada caucus. My telephone number at work is: 952-1579 (you can leave a message and I will return your call) and my home number is: 739-1735. Soon it will be time to consider amalgamating demands to table at the next FSD triennial review. Any demands we submit must be substantiated by examples of where an injustice has occurred that would necessitate a change to the present wording of any article of the FSDs. Until the call comes for demands to be submitted by you, the members, please jot down any experiences that may help in the next round and let me know.

I hereby respectfully submit my report in accordance with Section 10, Sub-Section 2 (a) of the PSAC Constitution.

In solidarity,

A handwritten signature in black ink that reads "Heather Brooker". The signature is written in a cursive, flowing style.

Heather Brooker
National Director
Countries Outside
Canada

SECRETARY'S REPORT 1988

LOCAL 70125, February 20, 1989

Since my election as secretary in October I have been representing the local on the Department's daycare committee as a regular duty. I also assisted in taking the strike mandate vote, have sat on the honorarium committee, and have responded to information requests from members. Although I have barely gotten my feet wet during this time, this brief experience has introduced me to the complexity of the issues facing local 70125 members.

Diane E. Crouse

Diane E. Crouse