

# Local 70125

external affairs



## ANNUAL GENERAL MEETING

MONDAY, FEBRUARY 15, 1993

7:30 P.M.  
233 GILMOUR STREET  
SALLE DE CONFERENCE "C"

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. GUEST SPEAKER
5. ADOPTION OF MINUTES OF 1992 ANNUAL GENERAL MEETING
6. EXECUTIVE REPORTS
7. FINANCIAL REPORT 1992
8. COMMITTEE REPORTS
9. BUDGET PRESENTATION 1993
10. HONORARIUM REPORT
11. ELECTIONS  
President  
Vice Presidents (3)  
Secretary  
Treasurer  
Chief Steward
- COMMITTEES  
Health & Safety  
Membership  
Education/Publicity  
Foreign Service Directives
12. OATH OF OFFICE
13. ADJOURNMENT

## ASSEMBLÉE GÉNÉRALE ANNUELLE

LUNDI, LE 15 FÉVRIER 1993

7:30 P.M.  
233, RUE GILMOUR  
SALLE DE CONFÉRENCE "C"

1. OUVERTURE DE LA RÉUNION
2. APPEL NOMINAL DES DIRIGEANTS
3. ORDRE DU JOUR PROPOSÉ
4. INVITÉS
5. ADOPTION DU PROCES-VERBAL DE L'ASSEMBLÉE GÉNÉRALE ANNUELLE POUR L'ANNÉE 1992
6. RAPPORTS DES DIRIGEANTS
7. RAPPORTS FINANCIERS ET COMPTES A PAYER
8. RAPPORTS DES COMITÉS
9. BUDGET POUR L'ANNÉE 1993
10. RAPPORT - HONORAIRES
11. ÉLECTIONS  
Président(e)  
Vice-Présidents(es) (3)  
Secrétaire  
Trésorier(ère)  
Délégué(e) syndical
- COMITÉS  
Santé et Bien-être  
Membres  
Education/Publicité  
Directives au service extérieur
12. SERMENT D'OFFICE
13. AJOURNEMENT

ASSEMBLEE

MEETING

# Section Locale 70125

affaires exterieures

**MINUTES OF THE ANNUAL GENERAL MEETING**

**February 15, 1993**

1. Local 70125 President, Eunice Dubé, called the meeting to order at 7:30 p.m.

Anybody in attendance occupying an excluded position and therefore not paying dues was asked to leave the meeting. There were no exclusions in attendance.

There was a correction to the agenda. Following the Honorarium Report (#10) to add 10 A.) which will cover resolutions. M/S/C Dubé/Gloss

2. **Roll Call:**

Present: Eunice Dubé - President  
 Peggy Copeland  
 Jacques Quinn  
 Les Cundell  
 Tom Rainboth  
 Bob McVicar

Also present were:

Gary Doherty, VP for Outside Canada  
 Bill Gloss, National Director for Outside Canada

There were fourteen members in attendance.

Also in attendance were guest speakers: Heather Brooker from Washington, Mary Ramsay - Service Officer and Collette from Yellowknife. The guests were invited to attend the meeting.

3. **Adoption of Agenda** as amended M/S/C Cundell/Quinn

4. **Guest Speakers:**

Eunice Dubé introduced the first guest speaker of the evening, Heather Brooker who is President of the PSAC Local in Washington and an Equal Opportunities Representative.

Heather spoke to the group assisted by overhead films. Heather explained that Equal Opportunities is a Standing Committee of the National Component with a representative from each region and she is the representative for Outside Canada. This committee promotes the need for equality amongst members and

each committee member has a portfolio which covers various areas which include sexual orientation, age, mentally, physically disabled, technological change, family care, marital status, personal sexual harassment, equal pay, affirmative action (employment equity), race, colour, ethnic, national origin, creed, religion, union participation, political rights and beliefs, part-time work, drug and alcohol problems, conviction for which pardon has been granted and health problems. Heather's particular focus is technological change.

Eunice Dubé then introduced Mary Ramsay, our Service Officer. Mary did not plan to speak on anything specific as time did not permit so she explained to the group what exactly she does and then offered the time for questions. She explained that as a Service Officer it is her responsibility to represent members on appeals and grievances that covers anything from discipline, discharge. etc. She explained that everyone has the right to have a representative with them at a disciplinary hearing as a witness. She could possibly be one of the officers assigned to a member for a section 21 appeal. Anyone released under Section 31-incapacity or incompetence it would be her responsibility to assist and represent. She noted an increase in the number of harassment cases not only in our department but all across the federal government public service.

5. Adoption of 1993 Annual General Meeting Minutes as presented. M/S/C Doherty/Gloss

6. Executive Reports:

Presidents Report - Submitted by Eunice Dubé  
(ANNEX A) M/S/C Dubé/Copeland

First Vice-President's Report - Submitted by Jacques Quinn  
(Annex B) M/S/C Quinn/Gloss

Secretary's Report - Submitted by Peggy Copeland  
(ANNEX C ) M/S/C Copeland/Doherty

Chief Shop Steward's Report - Tom Rainboth verbally reported that things were quite quiet but did want to report that, as covered in Peggy Copeland's report, that he anticipated problems with the reclassification of positions. Carried.

Treasurer's Report - submitted by Les Cundell  
M/S/C Cundell/Doherty

In addition to his prepared report he advised that there is a fund which was not shown in his report. There is an account in the Pearson Building and was supposed to be transferred to our

Strike Welfare Fund, there is approximately \$1000.00 in that fund. The fund was not administered by the Local, it was administered outside the Local and was used during the strike. It will be transferred over.

**RECONCILIATION:**

1.	Cash on hand December 31, 1991	1827.92
2.	Revenue for 1992	59370.93
3.	Less Expenditures for 1992	55468.66
4.	Equals Cash on Hand December 31, 1992	5730.19
5.	Plus Unpresented cheques	4348.21
6.	Equal Bank Statement December 31, 1992	10078.40

**FINANCIAL POSITION:**

1.	Cash on Hand	8552.19
2.	Strike Welfare Fund	10182.00
3.	Interest	752.71
	Total	19486.90

The report was opened for discussion and all questions were answered by the Treasurer. CARRIED

**8. Committee Reports:**

Foreign Services Directives - Bill Gloss - Bill advised they had not been at the negotiating table since the end of the strike, however, they have maintained contact with the other unions and associations and have managed to ensure that our feelings on certain FSDs have been put forward. We have been agreed that they will go back to negotiating and will be meeting tomorrow at 9:30 a.m. They hope to wrap up the FSDs by sometime early in March and a copy will be forwarded to every association. M/S/ Gloss/Cundell

Education and Publicity Committee - Laura Burgess

Membership Committee - Bob McVicar - They plan to have a membership drive in the next couple of months.

Health and Safety Report (Neil Clarke was not present but tabled his report in writing and Eunice Dubé put forward his report for him. M/S/C Dubé/Copeland

Bill Gloss commented about the broken water main and how no one in the building was advised of the break and people continued to drink and use the water. Health problems such as this should be brought to everyone's attention in the building over the PA system. CARRIED

9. Budget Proposal for 1993: M/S/ Cundell/Doherty

The budget report was opened for questions. All questions were answered by the Treasurer. CARRIED

10. Honorarium Committee Report:

Brother Keith Wilson was unable to attend due to personal reasons so Brother Gary Doherty presented his report on his behalf. The Gary Doherty advised that the Honorarium was set up a few years ago. The budget committee last year approved an amount of \$700. An honorarium is a thank you from the members of the Local for people who worked as volunteers diligently throughout the year. Keith Wilson's report was read. M/S/C Doherty/Gloss Carried

10.a) Resolutions to be passed for the upcoming convention at the National Component level which will take place at Laval.

Gary Doherty had three resolutions for the National Component Convention to be held in August in Laval and have to be approved by a Special Meeting or a Local meeting prior to March 1st. On behalf of the Local he prepared three resolutions:

1. WHEREAS there has been a National Director for representing members of Outside Canada on the PSAC National Board of Directors for more than 15 years, whereas the National Director representing Outside Canada has supported and negotiated on behalf of members, interest in various collective bargaining forums and whereas PSAC members working outside Canada require assistance of an elected position such as that of the National Director of Outside Canada at the National Board of Directors to reinforce their concerns. Therefore, be it resolved, that the present position of National Director for Outside Canada continue regardless of any structural changes that may or may not occur within our great union, the PSAC. Furthermore, that this resolution, after being carried at the National Component Convention, be forwarded to the PSAC Triennial Convention in 1994. M/S Doherty/Gloss

Gary Doherty explained that there is a structural change within the organization and his concern is that the position of National Director will be lumped into the NCR or will be part of positions that are planned to be cut. This position belongs to External Affairs and especially to the rotational stream and therefore it is very important for FSDs and dealing with our concerns on the National Joint Council that this

position be maintained and this was why he moved this resolution. CARRIED

2. WHEREAS, gay and lesbian members of the PSAC have suffered discrimination in various forms because of sexual orientation and whereas the PSAC has fought to eliminate all forms of discrimination within the workplace in this union and all other areas, and whereas discrimination continues to exist in respect to certain benefits which are afforded to members who are not gay and lesbian such as marital status benefits, hospitalization benefits, pension benefits, income security benefits, tax exemption benefits, therefore, be it resolved that the National Component and the PSAC continue to fight against any and all forms of discrimination against gay and lesbian members in all areas of the workplace, the union and society in general, and in particular social programs, taxation and any other laws of the land. M/S Doherty/Burgess CARRIED

3. WHEREAS, the present structure of the National Component has served the members well with respect to both political and administrative functions, therefore be it resolved that the present organization structure of the National Component as contained in the present bylaws be maintained. M/S Doherty/Gloss

Gary Doherty explained that this was a move within the National Component to replace full time staff at senior levels with political staff which would mean that we would start paying people who would be taking jobs away from people who are working there already, which would cause a dues increase to our members by starting to pay for National Vice-Presidents. CARRIED

4. WHEREAS, Federal Public Servants excluded from the Employment Equity Act, be it further resolved that the National Component along with the PSAC continue its lobby against this government to reform the Employment Equity Act to include the Federal Public Service employees. M/S Gloss/Doherty CARRIED

5. WHEREAS, the PSAC and the National Component be committed to the protection of its minorities with disabilities from discrimination based on disability. Also, whereas the National Component and the PSAC is committed to participation of all members with disabilities and whereas currently many members with disabilities are not able to access alliance material because it is not available in alternate format, therefore, be it resolved that all PSAC documentation and National Component documentation be made available, upon request, in alternate formats to accommodate members with disabilities. M/S Gloss/Cundell

Bill Gloss explained that in the EO Conferences, in particular a conference that he attended, it was put forward that there are many people who are blind, and therefore the material that they get they can't use because its strictly for people with eyesight and reading ability and it was suggested that we should enspouse it in our constitution that these people be given the opportunity to have the material in alternate format. CARRIED

6. WHEREAS, the program for the Down Syndrome employees has proven successful in Local 70125 at External Affairs, be it resolved that the National Component and the PSAC do everything possible to encourage other Departments to adopt a similar program.

We have six employees on our roster who don't take up positions and are not paid by our employer, the funds come through a special agency and Eunice feels that the program is working and that we should encourage other Departments to at least make place for a few Down Syndrome employees in their workplace. M/S  
Dubé/Rainboth CARRIED

#### 11. Elections:

Before the Nominations Report was presented, the President and members of the Executive left the Chair. Gary Doherty, Vice-president for Outside Canada, chaired the election of the new Executive.

Gary Doherty read the Nomination Report. The Nominations Committee consisted of David Delaney. David Delaney's report was read and is as follows:

" The Committee files a nil report - insufficient time was provided to properly fulfil this obligation in less than two weeks. No forms were forwarded as promised by the Local President and no one from the Executive has communicated with myself since President Dubé appointed me. I recommend that a minimum of thirty days be posted in future to enable the Committee to properly perform their mandate as well as to create interest and allow membership input for amendments to the by-laws and dues structures in accordance with National Component bylaws. Respectfully submitted David Delaney"

Mary Ramsay assisted in writing down nominations. Nominations for the various positions on the Local Executive were called from the floor three times.

<u>EXECUTIVE POSITION</u>	<u>NOMINATED</u>	<u>NOMINATOR</u>	<u>SECONDER</u>
<b>President</b>	Eunice Dubé	Bill Gloss	Tom Rainboth
<b>1st Vice-President</b>	Jacques Quinn	Laura Burgess	Les Cundell
<b>2nd Vice-President</b>	Corrie Pyl	Bob McVicar	Eunice Dubé

Nominations for 3rd Vice-President were:

Laura Burgess - Nominated by Bill Gloss, Seconded by Tom Rainboth  
 peggy Copeland - Nominated by Anna Sipos, Seconded by Eunice Dubé

Laura Burgess declined, Peggy Copeland accepted.

<b>Secretary</b>	Anna Sipos	Eunice Dubé	Les Cundell
<b>Treasurer</b>	Les Cundell	Tom Rainboth	Eleanor Ryan
<b>Chief Steward</b>	Tom Rainboth	Les Cundell	Jacques Quinn

<u>COMMITTEE REPRESENTATIVES</u>	<u>NOMINATED</u>	<u>NOMINATOR</u>	<u>SECONDER</u>
<b>Health &amp; Safety</b>	Corrie Pyl	Eunice Dubé	Bill Gloss
<b>Membership Education &amp;</b>	Bob McVicar	Anna Sipos	Peggy Copeland
<b>Publicity</b>	Laura Burgess	Jacques Quinn	Anna Sipos
<b>FSDs</b>	Bill Gloss	Eunice Dubé	Les Cundell

The Oath of Office was administered by Gary Doherty,  
 Vice President Outside Canada.

Eunice Dubé thanked all those who attended the meeting.  
 The meeting was adjourned at 9:30 p.m. M/S/Gloss/Cundell



## REPORT OF THE PRESIDENT

Submitted by E. B. Dubé

Looking back on 1992 many activities come to mind. The pace does not let up, more and more Members find themselves in need of advice and representation. The time of settling in after the strike was a slow and very hard process for some and not too difficult for others. One thing is certain, things will never be the same.

With PS 2000 on everyone's mind many questions were put forth by Members some were answered and others still are not. I did attend meetings relating to PS 2000 - one with the Rotational SCY Group, one with the Rotational CR Group and one with Management. Not much information was available then and not much more is available now.

The first portion of my tenure was spent composing thank you letters to the other unions and organizations that showed support and to private donors and many of our own designated or excluded Members who gave generously to the Solidarity Fund.

We, in turn, received many thank you letters from the employees at the Mint who were on their picket lines and experienced some of the worst weather as well as unfair tactics from an unreasonable employer. Our walks with them and our contributions encouraged them in their battle and boosted their morale.

I participated in the Food Bank Drive and, unfortunately, due to everyone's grim financial picture and job insecurity, the end results were not as great as anticipated. We did however help and that alone is something to feel good about.

I attended a meeting with Brother Doherty, Mr. L. Fucile, Executive Secretary of the National Component, and our former employee at which we discussed the Committee's Report at length. After the decision rendered by the National Component, I called a meeting of the Executive at which we decided on a severance package for our employee which was both humane and in keeping with good union practice.

I attended a seminar in New Orleans and met with many of our Rotational Members. The well planned program and high quality courses as well as the abundant information presented were very well received and some very interesting sessions took place which will long be remembered by all those who participated.

On a sad note, the Local lost some very valuable Members whose contributions were greatly appreciated. First Brother John Kruithof, who served on our Executive and was known and respected by many. We are, however, consoled by the fact that he is very active in the Washington Local and we hear from him frequently.

A while later, Brother Gilbert Maurice resigned. He will be greatly missed and the representation he provided at the Passport Office in Hull was invaluable. We also bid a fond farewell to Brother Pat Fortune who worked diligently for the Local and served in his capacity of National Component President. He will be missed by many.

On a brighter note, we purchased our own facsimile machine which will be up and running soon. This will make communicating much easier and will, we hope, allow our Brothers and Sisters at Missions abroad to feel they now have a direct and rapid link to the Local and to representatives who will advise and assist them through the rough times ahead. Also, our Christmas Party was attended by many of our Members and a good time was had by all. We also managed to treat the Commissionaires that evening and all the food that was left was packaged by Members and dropped off at the Shepherd's of Good Hope by Brother Michel Labrèche.

Harassment cases in the Department seem to be on the rise and I am wondering if this is a sampling of greater things to come compliments of PS 2000. Keep your ears and eyes open!!!

The last meeting I attended was with Management at which they announced that there would be more cuts but that these cuts would begin at the upper echelon and decrease percentage wise in descending order. We are still waiting for numbers. The first portion of the job questionnaires for the GE category have all been completed and the remainder should be completed by the end of 1993. The only thing we can do is keep the lines of communication open and hope for the best. I thank you for the vote of confidence when you re-elected me last year and hope that my track record proves worthy.

February 15, 1993



## REPORT OF THE FIRST VICE-PRESIDENT

At the last Annual General Meeting, I was elected as Third Vice-President of Local 70125, National Component, PSAC. Time flies!!!

A few resignations occurred mid-year and I was appointed to the position of First Vice-President of our Local. I never expected this.

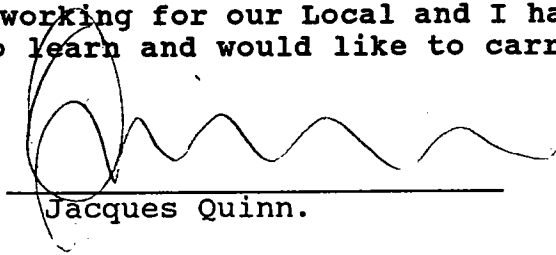
The first activity of the year found me on the discipline committee with Brother Pat Fortune, dealing with those who had crossed the picket line during the 1991 PSAC Strike.

Then came the PSAC Food Bank Drive sponsored by PSAC for the Ottawa area in June. I am sorry to report that I was not pleased with the poor results at External but, I would work on this worthwhile project again anytime!!

I was named as delegate representing Local 70125 for Collective Bargaining and attended a seminar in Aylmer in the Fall. As well I attended the PSAC Casino night sponsored by PSAC to raise money for the Snowsuit Fund.

Throughout the year, I met some hardworking Sisters and Brothers who give a great deal of their time to all our Members. I spent an interesting year working for our Local and I had a good time. I still have a lot to learn and would like to carry on.

February 15, 1993



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Jacques Quinn.

ANNUAL GENERAL MEETING OF LOCAL 70125

MONDAY, FEBRUARY 15, 1993

SECRETARY'S REPORT - Submitted by Peggy Coupland

The highlight of the year for me has been greater involvement in our Local since the departure of our full-time employee. I am responsible for minutes of our regular monthly meetings and have assisted in office clean-ups and organization of our correspondence files. I expect to become involved in other projects as time goes on.

I attended a meeting in June put on by the SCY Group regarding PS2000. The speaker was Yvon Charlebois who reiterated the intentions of PS2000, namely: make the civil service more adaptable to change; improve service to the public; make the public service more open and consultative to its employees. The classification system is undergoing a major review. There will be special operating agencies, for example, the Passport Office, which has already been converted to a special agency. The question I raised at this meeting was how would the question of favouritism be dealt with. Mr. Charlebois stated that each Department would have a specific mechanism. He did not state what the mechanism in External Affairs would be. Most notable was his comment that he would "like to think that 90% of the managers don't indulge in that kind of thing".

In January, I attended a Branch meeting with respect to PS2000. Denys Vermette from Personnel reiterated again what the GE Group was - that it consisted of three subgroups: financial, management trainees, and administration. The main purpose of the meeting was to assist employees in completing the questionnaire for purposes of determining the level of their current position in the new GE Group. The deadline at the time of this meeting was February 1 for conversion of 25% of all positions in the Department. At this time, the number of levels in the GE Group has not yet been determined, and pay rates must of course be negotiated. Mr. Vermette stated that this new group is supposed to satisfy pay equity requirements, by improving the classification system - i.e. reducing the number of occupational groups. He stated that under the current system of classification, differences between certain levels can be very indistinct - e.g. CR-6 vs. AS-1. Another advantage is career mobility; many traditional barriers would be removed. I raised the question of salary protection and was assured that for any positions that receive a lower grading, the incumbent's salary would be protected. At the time of this meeting, the Bill to bring PS2000 into effect was still in the Senate.

HEALTH AND SAFETY REPORT -- 1992

Health and safety continues to be important to our members as we seek to improve the quality of workplace conditions.

The Joint Committee for Pearson Building (of which i am a member of) has dealt with the following matters (in addition to lesser matters):

Air Quality - we have had regular rotating inspections on the floors. Notably this has resulted in several major testings by Environment Canada and DPW.

Fitness Centre - a survey of potential users showed serious interest in support for such a centre. The projected location is in the Print Shop area. Planning continues.

Inspections - we responded to urgent problems in various locations in order to collect facts and raise the priority levels of problems for management and DPW.

fraternally,



neil clarke, convenor  
local health & safety cttee

TO: ANNUAL GENERAL MEETING

February 15, 1993

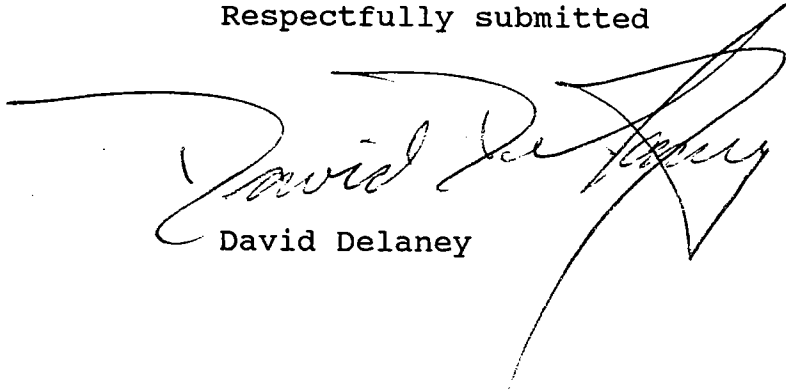
FM: DAVID DELANEY

NOMINATIONS COMMITTEE

The Committee Files a nil report. Insufficient time was provided to properly fulfil this obligation ie less than two weeks. No forms were forwarded as promised by the Local President and no one from the Executive has communicated with myself since President Dubé appointed me.

I recommend that a minimum of thirty days notice be "POSTED" in future to enable the Committee to properly perform their mandate as well as to create interest and allow membership input for amendments to the by-laws and dues structure in accordance with NATIONAL COMPONENT BY-LAWS.

Respectfully submitted

A large, stylized handwritten signature in black ink, appearing to read 'David Delaney', is written over the typed name. The signature is highly cursive and extends significantly to the right and upwards.

David Delaney