

Local 70125

external affairs



ANNUAL GENERAL MEETING

MONDAY, FEBRUARY 21, 1994

7:30 P.M.
233 GILMOUR STREET
J. C. CARLO BOARDROOM

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. GUEST SPEAKER
5. ADOPTION OF MINUTES OF 1993 ANNUAL GENERAL MEETING
6. EXECUTIVE REPORTS
7. FINANCIAL REPORT 1993
8. COMMITTEE REPORTS
9. BUDGET PRESENTATION 1994
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 21 FÉVRIER 1994

7:30 P.M.
233, RUE GILMOUR
SALLE "J. C. CARLO"

1. OUVERTURE DE LA RÉUNION
2. APPEL NOMINAL DES DIRIGEANTS
3. ORDRE DU JOUR PROPOSÉ
4. INVITÉS
5. ADOPTION DU PROCÈS-VERBAL DE L'ASSEMBLÉE GÉNÉRALE ANNUELLE POUR L'ANNÉE 1993
6. RAPPORTS DES DIRIGEANTS
7. RAPPORTS FINANCIERS ET COMPTES A PAYER
8. RAPPORTS DES COMITÉS
9. BUDGET POUR L'ANNÉE 1994
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 extérieures

MINUTES OF ANNUAL GENERAL MEETING OF

PSAC LOCAL 70125

FEBRUARY 21, 1994

1. President Dubé called the meeting to order at 7:30 p.m.

2. **ROLL CALL:**

PRESENT: E. Dubé, J. Quinn, C. Pyl, P. Coupland, A. Sipos,
L. Cundell

MEMBERS PRESENT: Gary Doherty, Vice-President,
Outside Canada, H. Brooker, M. Labrèche,
Bill Gloss, George Stewart, Dave Delaney,
Tom Rainboth, Jim Davidson

3. **ADOPTION OF AGENDA**

M/S/C Brother Corrie Pyl and Anna Sipos

4. **GUEST SPEAKER**

The President introduced the Guest Speaker, Brother Doug Chalk, President, National Component, and thanked him for attending.

Brother Chalk announced the good news that over the three year term just ended as of December 31, it was projected that there would be a \$235,631.00 deficit but at the end of the three years, they showed a surplus of \$41,202.00. The Component did not raise the dues and so far it was not expected that the Alliance would either.

He spoke of a letter from Brother Bean to Eggleton. In this letter from the Alliance, suggestions were made to reduce the deficit without cutting jobs. In the reply, it was announced that cuts were anticipated. They also talked about pensions. Treasury Board said they would take a closer look at contracting out, based on Bean's letter.

External could take some cuts but it would seem that National Defence would be the hardest hit. As far as the Workforce Adjustment is concerned, it was said that it would be negotiated, not legislated. Many suggestions were thrown out to get Brother Bean's reaction, such as: a four-day workweek, forced shutdowns between Christmas and New Year, a social contract the same as Ontario's. The only good thing is that

they have not mentioned a 5% reduction in wages. Brother Chalk said that we are going to have to react to what we are faced with and that the middle class most logically will have to risk something in order to maintain what we have in Canada.

Dave Delaney spoke of Groups that have left the PSAC and in particular specific Groups from our Department. The entire Communicator's Group has been wiped out and now the employer is working on making major changes to the Diplomatic Courier Group.

He said not too much is getting down to the Members vis-à-vis mobilization. He asked if any specific plans are in place to inform the public at large regarding the cuts in services. Brother Chalk responded that bringing information to the Members was the best way to proceed and that the burning issue now was jobs.

The President added that she and Brother Doherty had attended meetings concerning the Communicator's Group and the Diplomatic Courier's Group, spoke with them and were assured that everyone of them, except those who had opted for the cashout, would have jobs and hoped that would prove reassuring to some measure. She then asked about the Workforce Adjustment. Brother Chalk said it came up for review March 31st and that until all agreed to change it nothing changes. The only thing that could drastically change it would be if the Employer legislated it away and they have already said they would not do that.

Sister Brooker asked what information could be provided regarding the proposed taxation of the Dental and Health Plans, a pre-budget rumour, as this could really affect us. Brother Chalk reiterated that this was just one of the many ideas that were floated out to Brother Bean during the pre-budget process and that Brother Bean did not find this idea acceptable but, we would just have to wait to see what the outcome would be. His position was that we would fight all these issues. We have to deal with it the best way we can for the next four years.

She then asked what Brother Chalk saw concerning redirection of the percentage of dues that go towards collective bargaining, would the money be reassigned and, if so, where?

Brother Chalk replied that he was still optimistic that they would get another collective bargaining process in place and that was where he would be applying his efforts. It is rumoured that the freeze will be on until 1997. Of all the rumours, that would seem the most plausible. Exactly where the money would be spent was hard to say presently, but it could very well be spent lobbying, educating the people and providing as much information as possible to as many as possible.

5. **ADOPTION OF 1993 AGM MINUTES**

M/S/C Brother Gloss and Brother Delaney

6. **EXECUTIVE REPORTS**

a) **PRESIDENT'S REPORT**

M/S/C Sister Dubé and Brother Doherty

Brother Delaney pointed out an editorial correction to be made in paragraph four of the President's Report. The President had referred to Brother Doherty as the President, Outside Canada rather than the Vice-President. The correction was duly noted.

b) **FIRST VICE-PRESIDENT'S REPORT**

M/S/C Brother Quinn and Brother Pyl

c) **SECOND VICE-PRESIDENT'S REPORT**

M/S/C Brother Pyl and Brother Cundell

d) **THIRD VICE-PRESIDENT'S REPORT**

M/S/C Sister Coupland and Brother Delaney

The Third Vice-President verbally reported that the highlight of her year was the Convention she had attended in Laval in August. She found it quite an enlightening experience and was glad to have participated and to have met so many Delegates. A fair bit of ground was covered and this Convention the best result being a no dues increase for our Members. Back at home she participated in Consultative Group meetings for Rotational Clerks and Secretaries and what struck her the most was that high technology was playing a very crucial role in our lives and the ongoing Government cuts. She ended by saying that we certainly have our work cut out for us over the ensuing years.

e) **SECRETARY'S REPORT**

M/S/C Sister Sipos and Brother Gloss

It was moved that the President set up a working Committee to check the viability of rotating the duties among the Executive to ensure that everyone has a fair workload.

M/S/C Brother Gloss and Brother Delaney

f) CHIEF SHOP STEWARD'S REPORT

M/S/C Brother Rainboth and Brother Davidson

Brother Rainboth spoke of contracting out and how costly it was. He asked everyone to be on the lookout for contracting out of jobs in the Department. In relation to the impending cuts, Brother Rainboth thought that the contracted jobs should be cut before those occupied by any of our Members.

g) TREASURER'S REPORT

M/S/C Brother Cundell and Sister Coupland

Sister Brooker questioned contributions to C.P.P. and U.I and wondered whether this was attributable to the Local having an employee. Brother Cundell replied that it was in relation to the Convention attended by Delegates and to their loss of salary.

She also questioned maintenance on the Xerox - was it a yearly contract or major rehaul. Brother Cundell responded that it was our yearly contract.

Brother Labrèche, when looking at expenditure for Rent, asked why we could not have an office in the Lester B. Pearson Building just as PAFSO had. We had in the past approached Management on this but the response was not favourable. He asked if we could check the cost to PAFSO for the office they have.

Brother Delaney pointed out an editorial correction on Page 3, Item 1 in the Statement, which read 92. Correction was noted.

Sister Brooker congratulated the Local for the substantial decrease in Transportation Expenses (Line Item 56102).

COMMITTEE REPORTS**a) FSD REPORT**

M/S/C Brother Gloss and Brother Cundell

Brother Gloss spoke of the completion of the new Foreign Service Directives. He said they had made some in roads in certain directions. Basically things are working properly. He has not had much feedback from the Members out in the field but, at the NJC, there was much concern over FSD 50, and in particular FSD 50.06.

The new Directives are not ready yet, but Brother Gloss anticipated they would be forthcoming in the very near future.

Brother Delaney asked what was happening regarding the recommendation by Management for simplification of the FSDs.

Brother Gloss replied that the Department had contacted the NJC stating that they wished to simplify the review. There would be a meeting on the 14th of March to discuss this issue.

Brother Davidson asked regarding the promise of a diskette version and Brother Gloss replied that it was the Department's responsibility to produce this version.

b) REPORT OF THE MEMBERSHIP COMMITTEE

NIL REPORT

c) REPORT OF THE HEALTH AND SAFETY COMMITTEE

M/S/C Brother Pyl and Brother Quinn

The lack of participation by other Associations was discussed. It was stated that PAFSO would not be attending the meetings. Brother Doherty and Brother Pyl will be discussing this matter in the coming week.

Sister Brooker asked if a whole new way of approaching Health and Safety issues was forthcoming. Brother Pyl stated that he perceived it as a Management-side problem as not enough emphasis was placed on Health and Safety issues. At meetings, we seem to only discuss structural issues and just keep going around in circles. A lot of lip service, but no action. He felt that it would help

to have an ADM on the Committee and that is what our goal should be.

Brother Delaney asked who to call in the event of a problem.

He suggested having the names of those responsible placed on the bulletin boards. Brother Pyl replied that what should be happening is that the immediate supervisor in the area should be made aware of the problem, and that the Director could and should take action.

Brother Gloss said that there were too many people involved in making a simple decision on safety issues. The simple opening of a door becomes an insurmountable problem. The President stated that representatives just have to keep badgering Management and that it was not an easy task to resolve problems with such minimal representation.

8. BUDGET PROPOSAL FOR 1994

M/S/C Brother Cundell and Brother Doherty

Brother Delaney asked if this budget proposal reflected a zero dues increase. Brother Cundell replied yes, it did. Brother Delaney then asked if it reflected a reduction in dues. Brother Cundell replied no, it did not. Brother Stewart asked what would be done with this huge surplus. Brother Cundell replied that a healthy amount would be retained in the Welfare Fund.

Sister Brooker questioned the allocation of \$11,400.00 under salaries. Brother Cundell replied the hiring of someone perhaps during the summer months or for large special projects. The amount would include C.P.P. and U.I. We may need it we may not.

Sister Brooker questioned the increase for Communications. Brother Cundell replied this took into consideration that we would be sending out information to Members via our facsimile machine and hoped to get our Newsletter underway.

Sister Brooker questioned the increase under Accommodation. Brother Cundell replied that it was a carry over for a general charge on square footage in the building. We had not paid it the previous year so the amount would double this year. Everyone in the building had to pay this additional charge.

Sister Brooker questioned Other Program Activity and noticed a large increase. Brother Cundell replied that it was to get our Members more involved. We would be prepared to send more people on union-oriented courses and cover loss of salary.

Sister Brooker questioned the large increase in Education and Group Activities. Brother Cundell replied that it was there so that in the event we were approached by Members interested in specific educational or group activities and funds were needed, we would be prepared to allocate funds for these purposes.

Brother Delaney asked what the monthly amount of dues per Member was for Local 70125. Brother Cundell replied that it was four dollars per Member per month with one dollar going to the Solidarity Fund.

Brother Stewart asked what amount was in the fund now. Brother Cundell said it was shown in the Financial Statement in the amount of \$30,410.00. Brother Stewart then asked what it was in previous years. Brother Cundell replied it had never exceeded \$3,000.00 in the 15 previous years and that no interest had been accumulated either. The President then stated that the amount of \$3,000.00 could not sustain the Members during the strike and had it not been for the generosity of PAFSO and their cheque for \$5,000.00 plus the many private donations by concerned excluded Members, designated Members, Government employees and senior citizens we could not have helped as many as we did. It was a situation that Local 70125 in good conscience could never let happen again.

The Treasurer then stated that based on what was in the fund now, in the event of a strike, each Member would receive a grand total of \$47.51. This was based on 1,200 Members and that is all they would receive but the fund would be depleted in one day.

Brother Delaney then moved a motion that the dues be decreased to \$3.00 a month per Member and that the Treasurer, with the Executive, realign the Budget to reflect the change in income. He said he would explain if he had a seconder.

Lately we have seen a movement within the Alliance where people are getting discouraged and specific Groups are leaving us. They refer to the high dues and we should show that we are prepared to give back to the Members. Also if we inherit the Communicators our revenue would increase. It is time to give some back. Sister Brooker did not disagree but felt that word of mouth was not enough to inform the Members, minus a full out PR campaign, that we are giving a dollar back to Members.

She also mentioned that since our numbers are continuing to dwindle and we do not know the extent of cuts to come, we should leave this amount as is for now. She also pointed out that it was not the Local that raised the dues it was the Alliance. She rose against the motion on that basis. Brother Stewart stated that we had gone over this a year ago and that

the fund is very healthy. Looking at our budget, he said we would not even miss \$12,000.00 we would be lucky if we could spend it. He felt we should not be showing a surplus. The Treasurer repeated that this fund would only allow 47.21 per Member for one day in the event of a strike.

The President recalled that during the strike, Members on the picket line were in need of assistance and the Local was not able to do anything for them. They were totally dismayed and many asked what we had been doing with their dues. This was a frustrating and very humbling experience and it should not happen again!!

M/S/L Brother Delaney and Brother Stewart -- LOST

Brother Delaney wished to be recorded against the decision.

9. REPORT OF THE HONORARIUM COMMITTEE

The President announced that due to unforeseen personal circumstances, the Chairperson of the Committee was unable to attend so there would be no Honorarium Report this evening. The Report however, would be tabled at a Regular monthly meeting of Local 70125.

10. ELECTION OF EXECUTIVE

The President then asked Brother Chalk, President of the National Component, to proceed with the Election of the New Executive and handed over the Chair asking all Executive Members to vacate their seats and join the Members on the floor.

a) POSITION OF PRESIDENT

Eunice Dubé nominated by Gary Doherty and seconded by Anna Sipos.

Further nominations called for three times.

Eunice Dubé by acclamation.

b) POSITION OF FIRST VICE-PRESIDENT

Jacques Quinn nominated by Eunice Dubé and seconded by Anna Sipos.

Further nominations called for three times.

Jacques Quinn by acclamation.

c) POSITION OF SECOND-VICE PRESIDENT

Corrie Pyl nominated by Les Cundell and seconded by Eunice Dubé.

Further nominations called for three times.

Corrie Pyl by acclamation.

d) POSITION OF THIRD-VICE PRESIDENT

From the floor -

Peggy Coupland nominated by Eunice Dubé and seconded by Jacques Quinn.

Further nominations called for three times.

Peggy Coupland by acclamation.

e) SECRETARY

Anna Sipos nominated by Bill Gloss and seconded by Eunice Dubé.

Further nominations called for three times.

Anna Sipos by acclamation.

f) POSITION OF TREASURER

Les Cundell nominated by Dave Delaney and seconded by Bill Gloss.

Futher nominations called for three times.

Les Cundell by acclamation.

g) CHIEF SHOP STEWARD

Dave Delaney nominated by Bill Gloss and seconded by Les Cundell.

Further nominations called for three times.

Dave Delaney by acclamation.

h) HEALTH AND SAFETY REPRESENTATIVE

Corrie Pyl nominated by Les Cundell and seconded by Eunice Dubé.

Further nominations called for three times.

Corrie Pyl by acclamation.

i) MEMBERSHIP COMMITTEE

Jim Davidson nominated by Heather Brooker and seconded by Bill Gloss.

Further nominations called for three times.

Jim Davidson by acclamation.

j) EDUCATION AND PUBLICITY

No one was nominated.

k) FOREIGN SERVICE DIRECTIVES COMMITTEE

Bill Gloss nominated by Dave Delaney and seconded by Heather Brooker.

Further nominations called for three times.

Bill Gloss by acclamation.

Brother Chalk then stated that the Elections were officially terminated and asked Brother Doherty, Vice-President, Outside Canada, to administer the Oath of Office to the Executive.

The Executive stood at the front of the Hall for the Oath of Office.

11. OATH OF OFFICE

The Oath of Office was administered by Brother Gary Doherty who congratulated the Executive and wished them well.

The New Executive then assumed their respective positions.

12. OTHER

The President was called upon to entertain an emergency resolution.

Moved by Brother Delaney and seconded by Brother Cundell that Local 70125, with the offices of the Vice-President, Outside Canada, look into amalgamating with the CM Local as their numbers had been badly reduced and they needed representation.

The President stated that she had been approached by the CM Local the past year and was asked to amalgamate then, but for some reason, still unknown to her, this could not be done.

Brother Doherty then gave out information concerning the number of positions affected in the Local and stated that some of the members would, through their new classifications, belong to other unions such as PIPS, etc. He stated that in his capacity of Vice-President of the Region, he would be looking into the matter with the National Component Executive.

The Motion was carried unanimously.

13. ADJOURNMENT

It was moved by Sister Brooker and seconded by Brother Cundell that the meeting adjourn.

The meeting adjourned to the tune of "Glory, Glory, Hallelujah" being played melodiously on mouth organ by Brother Jim Davidson.

REPORT OF THE PRESIDENT Submitted by E. B. Dubé

Since the last Annual General meeting, business went on, as usual, uncertainty loomed, morale was at its lowest ebb and cases of harassment were on the rise!

During the year, I attended the following meetings:

Meeting on Exclusion Order and Casual Employment

PSAC Triennial Convention

Several meetings with the new Head of Personnel at the Passport Office in Hull to discuss what they intended to do concerning procedures relevant to Staff Relations and hearings of grievances, appeals etc.,

Two separate meetings with Members of the Passport Office, accompanied by our Service Officer, Mary Ramsay, to discuss Harassment Complaint and to file two grievances in this regard.

Several Health and Safety Committee Meetings

Meeting with Rotational SCY Group

First meeting, in my capacity as Alternate Vice-President, Outside Canada, as observer for two days

Meetings with Management to resolve many issues faced by the Diplomatic Couriers.

The meetings relevant to issues affecting the Diplomatic Courier Group have been ongoing all through 1994 and we are still in the process of meeting with Management and we hope that the grievances which were filed on their behalf will soon be resolved.

The other meetings were attended as Representative for Members at their first level grievance hearings and I also met with a multitude of Members over the lunch hour to listen and advise on which course of action to take in order to solve the particular problems they faced in their work areas.

Our Christmas Party was held in the Skelton Lobby again this year and, from the feedback received, it was enjoyed by all. We also were able to feed the Commissionaires on duty that night and Brother Labrèche delivered a large amount of food to the Shepherd's of Good Hope on behalf of the Local.

It was also a year for upgrading our Office equipment and we purchased a new facsimile machine as well as a new computer and a rapid printer. Although we have talked and talked about it over the past few years, our very first Newsletter, I hope, is only a few weeks away! This should alleviate the problems we have encountered in the past concerning the rapid dissemination of important news to our Brothers and Sisters abroad.

A vote was taken at one of our regular monthly meetings and the decision was unanimous that our old printer be given to less privileged students on behalf of Local 70125 and our old computer be donated to the War Amputees of Canada who will in turn see to it that it will be fitted for some deserving young child enabling him/her to communicate more effectively. This will be done shortly.

I would now like to thank all Members of the Executive and the many Committees who worked so hard all year round. So few to do so much!! I never felt alone!! **THANK YOU ONE AND ALL!!!**

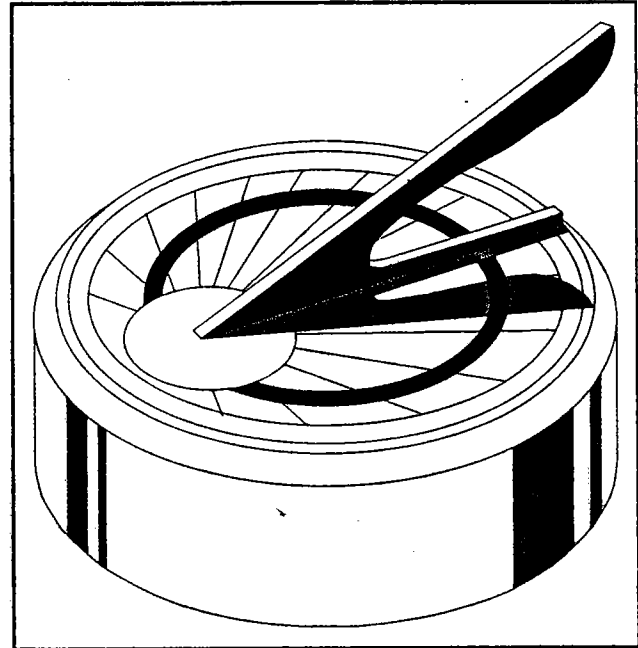
CB Duke

Annual Report 2nd Vice-President Local 70125

It has been a hard year for everyone working in the federal public service. Program review is just a continuation of the Tories downsizing. It seems to be an endless exercise in downgrading the value of public servants. I have noticed a marked decrease in morale over the last two months. The membership of Local 70125 will looking to their union to help them in the next year and we will have to respond. It will be a challenge to our time and dedication.

The Local is in excellent financial shape and we will be able to count on experienced, dedicated members for the upcoming troubled year. This experience will probably be needed.

I wish to thank everyone on the executive for their support and especially E. Dube for her support on the Pearson Health and Safety Committee and L. Cundell for his knowledge on the financial aspects of the local.



Corrie Pyl
2nd Vice-President
Local 70125

REPORT OF THE THIRD VICE-PRESIDENT

This past year has seen a great increase in contracting out in all Government Departments. Over the summer, I saw several ads in the Citizen placed by various agencies, asking for SCYs with External Affairs experience. There is now different wording used in these ads; perhaps it is an attempt to make it look as if there is less contracting out than before, or it could prevent negative feedback being received by the Department in question. The tendency is not to mention the Department in question that is recruiting more employees; rather experience is required (or preferred) in the operation of a certain program - e.g. SIGNET (this ad I saw about three weeks ago).

Another very important issue facing us is the low morale and high stress level facing Government employees, due to the upcoming budget, cutbacks (more expected), conflicts at work, etc. I have noticed that an increasing number of employees are making use of the Employee Assistance Programme.

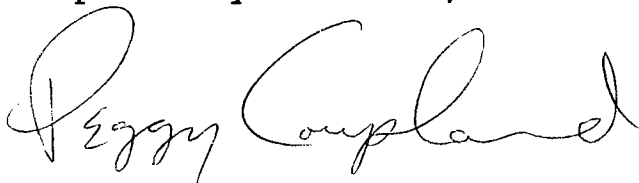
I attended the Regional Office Local Leaders Meeting January 28 concerning the upcoming budget. John Baglow, National VP, gave a brief opening statement and emphasized his philosophy of "membership-oriented unionism" - i.e. that members must become much more involved at the Local level. Also, Locals must become much more active in involving members in activities, and in motivating them. One way to do the latter would be to communicate any small victories gained, so as to give the impression that there is some light at the end of the tunnel.

John Pacholik, National President of the Environment Component, then gave a brief update on the status of the Work Force Adjustment (WFA) negotiations. The key concern is the clause: "reasonable offer within the Public Service". Deputy Ministers are telling Treasury Board that they are having difficulties with meeting (or else, "cannot meet") the quotas for cuts because of this clause.

Several ideas were thrown out as to possible job action, but the bottom line is that we must wait and see what comes down before deciding on what actions will be implemented.

In closing, these are tough times, and we certainly have our work cut out for us!!!

Respectfully submitted,



February 14, 1994

Health and Safety Committee Annual Report 1994


During the past year both Health and Safety Committees in the Pearson Building and over at Place Vanier have been meeting on a regular basis and have been actively working on the members behalf. At the last Health & Safety(Pearson) meeting ADM William Clarke indicated a strong support on behalf of management for the work of the committee and indicated a resolve to give the Health and Safety committee a higher profile. I hope that this turns out to be a true indication of enhanced concern for the health and safety of all departmental staff.



The work of the committee has been constant this past year; air quality, ergonomics, construction and over crowding have been the main areas of concern. Because the committees have been able to solve some of their structural problems we are able to concentrate on the above issues. In the next week management is going to nominate a management co-chair, I hope this individual shares our interest in becoming a more pro-active health and safety committee.

The membership of the local will need to become more aware of the health and safety committee's role and responsibilities in the upcoming year so that we can continue pushing management to give priority to health and safety issues.

In the past year I have been able to attend health and safety conferences and training courses that have renewed my interest in the areas of ergonomics, health and safety clinics and getting back to the basics in providing effective committees.



Corrie Pyl
Co-Chair(PSAC)
Health and Safety Committee