

# Local 70125

external affairs



## ANNUAL GENERAL MEETING

MONDAY, FEBRUARY 20, 1995

7:30 P.M.  
233 GILMOUR STREET  
J.K. WYLLIE BOARDROOM

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. GUEST SPEAKER
5. ADOPTION OF MINUTES OF 1994 ANNUAL GENERAL MEETING
6. EXECUTIVE REPORTS
7. FINANCIAL REPORT 1994
8. COMMITTEE REPORTS
9. BUDGET PRESENTATION 1995
10. HONORARIUM REPORT
11. ELECTIONS  
President  
Vice-Presidents (3)  
Secretary  
Treasurer  
Chief Steward  
*EO rep & alt EO*  
COMMITTEES

Health & Safety  
Membership  
Education/Publicity  
Foreign Service Directives

12. OATH OF OFFICE
13. ADJOURNMENT

## ASSEMBLÉE GÉNÉRALE ANNUELLE

LUNDI, LE 20 FÉVRIER 1995

7:30 P.M.  
233, RUE GILMOUR  
SALLE "J.K. WYLLIE"

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 1994
6. RAPPORTS DES DIRIGEANTS
7. RAPPORTS FINANCIERS ET COMPTES À PAYER
8. RAPPORTS DES COMITÉS
9. BUDGET POUR L'ANNÉE 1995
10. RAPPORT - HONORAIRES
11. ÉLECTIONS  
Président(e)  
Vice-Présidents(es) (3)  
Secrétaire  
Trésorier(ère)  
Délégué(e) syndical(e)

## 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

**PSAC LOCAL 70125**  
**ANNUAL GENERAL MEETING**  
**FEBRUARY 20, 1995**

1. The meeting was called to order at 7:30 p.m. by President Dubé.

2. **ROLL CALL**

Present: E. Dubé, C. Pyl, P. Coupland, L. Cundell, G. Doherty, J. Kruithof, H. Brooker, R. Francis, K. Wilson, R. Legault, S. Franey.

3. **ADOPTION OF AGENDA**

M/Doherty                      S/Brooker                      Carried

That the agenda be adopted as follows:

**ADD under Item 11: Election of EO Representative and Alternate EO Representative.**

4. **GUEST SPEAKER**

President Dubé introduced the guest speaker, Doug Chalk, President of the National Component, and thanked him for being able to address the meeting.

Brother Chalk stated that the hot item was the ultimatum given to unions to accept the package presented by Treasury Board or else.....

This package consisted of: Early Departure Incentive, Early Retirement Incentive, Unpaid Surplus Status, Blocked Transfer (applied only to the Department of Transport at this time). The package was presented as a non-negotiable matter; there was no room for any debate or amendments, i.e. **take it or leave it.**

Board of Directors refused the package because it applied only to the 9 or 10 departments to be most heavily hit with the cutbacks - "People would be divided up like chopped liver". In these departments, employees affected would fall under the Unpaid Surplus Status provision which states that they would not necessarily get a reasonable job offer. For employees in other departments not specifically affected the Workforce Adjustment provision as it stands would apply;

employees will get at least one reasonable job offer after getting surplus notice. Their stay would be extended until they got this one reasonable job offer.

Treasury Board's excuse to the union's response was that it would be too hard to manage - for example, "you cannot make a pipefitter a foreign service officer" - i.e. some fits just won't work. The union's position was: "let's see how many problems we have and which ones can be solved" and even offered its resources. But this was rejected by Treasury Board. It therefore leads one to ask the question - is the Government really intending to cut the deficit, or is this just a big show?

A Press Conference is to take place today on the Hill. The government says that a reduction of 45,000 positions would save taxpayers \$1.8 billion in salaries and \$2.1 billion in benefits. The union's position is that the early retirement incentive costs the government basically nothing; it is members's money, since it is in a trust earning interest (estimated at \$12-13 billion). The cost of the program is covered by that interest and would cost taxpayers nothing.

The union's position is there are other ways to deal with this problem:

- (a) A 50% reduction in overtime would save the government \$240 million; this amount is sufficient to retain 5,128 people who could provide services to the public.
- (b) Increase the length of military and foreign service postings to five years. This would mean a 50% reduction in the communication and transportation budgets of the Departments of National Defence and Foreign Affairs, thus a saving of \$353 million, or 7,543 jobs.
- (c) A 10% reduction in the contracting out budget (currently \$7.7 billion) would mean a saving of \$770 million, or 16,452 person-years of employment.

Treasury Board President, Art Eggleton, will be speaking tomorrow. He is expected to state what the government will do. PSAC assumes it will be legislation of a package, similar to the one just refused. Brother Chalk added that when the package came down, there were threats in the background of a possible 5% wage rollback, etc. Bottom line for union's refusal was that a lot of members would be hurt. Once the budget comes down in February, the union will have more specifics.

A question and answer period followed Brother Chalk's speech.

5. **ADOPTION OF MINUTES FROM 1994 ANNUAL GENERAL MEETING**

M/Doherty                      S/Legault                      Carried

In response to a question by H. Brooker regarding Daryl Bean's letter, Treasury Board said they would take a closer look at contracting out. \$7 billion is currently spent on contracting out. Work does not stop just because there are cuts. If people go, the government must replace them in order to keep its operations running smoothly. Under the Workforce Adjustment Program, contracts and terms must be let go before any indeterminate people are let go.

H. Brooker also asked about loss of members. SIs are now under ESSA (about 30 plus). CMs are expected to become DA-PROs and our Local will absorb them.

6. **REPORTS OF EXECUTIVE**

(a) **President's Report**

M/Dubé                              S/Coupland                      Carried

No questions were raised.

(b) **First Vice-President's Report**

NIL, as the position was vacant.

(b) **Second Vice-President's Report**

M/Pyl                                      S/Quinn                              Carried

No questions were raised.

(c) **Third Vice-President's Report**

M/Coupland                      S/Cundell                              Carried

No questions were raised.

7. **FINANCIAL REPORT**

M/Cundell                      S/Kruithof                      Carried

This report covered the period ending December 31, 1994. Membership dues were roughly the same as in 1992.





E. Dubé - \$100.00  
P. Coupland - \$100.00  
others - \$350.00

C. Pyl - \$100.00  
J. Davidson - \$50.00

**11. ELECTION OF EXECUTIVE**

President Dubé then asked Brother Chalk to proceed with the election of the new Executive and handed over the Chair to him, asking all Executive Members to vacate their seats and join the Members on the floor.

**(a) PRESIDENT**

E. Dubé was nominated by G. Doherty and seconded by P. Coupland.

Further nominations were called for three times.

E. Dubé was elected by acclamation.

**(b) FIRST VICE-PRESIDENT**

C. Pyl was nominated by L. Cundell and seconded by J. Davidson.

Further nominations were called for three times.

C. Pyl was elected by acclamation.

**(c) SECOND VICE-PRESIDENT**

P. Coupland was nominated by E. Dubé and seconded by L. Cundell.

Further nominations were called for three times.

P. Coupland was elected by acclamation.

**(d) THIRD VICE-PRESIDENT**

J. Davidson was nominated by K. Wilson and seconded by J. Kruithof.

Further nominations were called for three times.

J. Davidson was elected by acclamation.

(e) **TREASURER**

L. Cundell was nominated by G. Doherty and seconded by J. Davidson.

Further nominations were called for three times.

L. Cundell was elected by acclamation.

(f) **FSD COMMITTEE**

J. Kruithof was nominated by                      and seconded by                      .  
He was elected by acclamation.

(g) **HEALTH & SAFETY COMMITTEE**

C. Pyl was nominated by L. Cundell and seconded by J. Davidson.

Further nominations were called for three times.

C. Pyl was elected by acclamation.

(h) **MEMBERSHIP COMMITTEE**

J. Davidson was nominated by                      and seconded by                      .

Further nominations were called for three times.

J. Davidson was elected by acclamation.

(i) **EO REPRESENTATIVE**

A. Sipos was nominated by H. Brooker and seconded by G. Doherty.

She indicated her acceptance via an E-Mail message.  
Further nominations were called for three times.

A. Sipos was elected by acclamation.

(j) **ALTERNATE EO REPRESENTATIVE**

P. Coupland was nominated by E. Dubé and seconded by L. Cundell.

Further nominations were called for three times.

P. Coupland was elected 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.

**12. OATH OF OFFICE**

The new Executive stood at the front of the Hall and the Oath of Office was administered by Brother Doherty who congratulated the Executive and wished them well.

**13. ADJOURNMENT**

M/Brooker

S/

Meeting was adjourned at 9:30 p.m.

## PRESIDENT'S REPORT

I look back over the year just passed and realize that, since our last Annual General Meeting, many things have transpired. We started the year with talks concerning the GE Conversion Exercise, attended numerous meetings, spoke of the possibility of positions being over or under assessed, of positions disappearing rapidly and heard numerous complaints about the GE questionnaire as well as requests for assistance in completing the questionnaire. Some groups set off by themselves to meet with Management and others sought advice and guidance from the Union. Mr. Fucile's book, Describing your Job was largely circulated, proved very helpful and we thank the National Component for making this possible. It was mentioned that Senior Management had professional consultants to advise regarding job descriptions while support staff were told once again - just do it! Morale was soaring!!!

The month of June brought forth more news of yet another reorganization. This one not to be resource driven but mostly done for efficiency purposes with the final note being 45 people affected. A complaint was lodged with the Under-Secretary concerning the consultation meeting being called at the very last minute and the inappropriate manner in which it was scheduled.

The Local had a facsimile machine installed and, strangely enough, our first facsimile received was from a Member in London, England who have their own Local. It did assure us that our machine was up and running and I did contact the Member to assure him that his material had been passed on to the National Component. It was decided at one of our regular monthly meetings to have our facsimile number added to our Local letterhead the next time we place an order.

The Outside Canada Seminar took place in Portugal and once again an avalanche of information was provided to the Members. Judging from the feedback, the information and courses provided were well received. Foreign Service Directives were a popular item and Brother Gloss gave an update on this subject. We thank him for the hard work and for representing our Local so well. The courses and documents provided to the Members were of professional calibre, as usual, and the assistance given to them by the Staff of the Component was much appreciated. Pictures were taken of all rotational Members who completed the courses while certificates were presented by our National Component President, Doug Chalk and Gary Doherty, President, Outside Canada. Sister Heather Brooker gave a presentation on behalf of the Equal Opportunities Committee which was well prepared and documented. All Members were interested and a good number of questions were asked.

One of the Members attending the Seminar was interested in knowing what had happened to our former employee and I provided the explanation, giving details concerning the committee which was struck to study the Local's need for a full time employee. He

wondered if this was the right decision and I explained that it was a decision based on a lot of research and interviews with a good number of Members involved. I added that the Committee had tabled their report and based on their recommendations, the Membership had decided that full time employment for the Local was not justified at this time. He was satisfied with the explanations but not overly pleased with the results. Time will tell...!

With grievances on the increase and an escalation of stress and problems in the workplace, we were elated to hear that Mary Ramsay was assigned once again as our Service Officer. She was more than familiar with the situation at External, and was well versed in the problems our rotational Members faced abroad. It is a pleasure working with her and all welcomed her back with open arms.

It seemed that stress and abuse was on the increase and one of our Members even reported chair throwing incidents that were taking place in his work area. Another Member said their Branch had organized a Conference which dealt with techniques to help reduce stress in the workplace.

Speaking of stress, ESSA was busy raiding and I must sadly report that, although we had a continual dialogue going with our Members in the IS Group and that a good number of them were very active in our Local, we received the news that majority ruled and we lost some of our most valuable Members. Our special thanks to Neil, Bob and Archie who served on many committees, valiantly supported our strike and assisted on numerous occasions. Your Group will be sorely missed but one consolation is that at least we will be sitting on the same side of the table opposite Management and our problems will be common. Who knows what the future holds....you may all be back!! It is my hope.

Comments of importance - within less than a year, due to the elections, we lost the Passport Office and now, hopefully, our Members there are ours once more!

A good number of our Executive as well as three Observers attended the National Component Convention in Laval in August. We were also well represented on all the Committees. It was a learning experience for many and we would hope that the future will enable more Members to become involved and familiarize themselves with the structure of the Alliance and how it works. We now have the funds to promote greater attendance at PSAC Conventions as well as to the CLC and OFL.

The Local was also represented at the PSAC Casino Night and a good amount of money was raised to help the Snowsuit Fund.

I admit that this is an abbreviated overview of all that went on in Local 70125 during 1993 but, this is a report and not a book.

I take this opportunity to thank all the Members of my Executive who served the Local so well during their tenure and want them to know it was an honour and privilege working alongside them. A special thank you to Les Cundell who managed to keep our finances sorted and our rent and bills paid. A multitude of thanks also to those who served on the many committees and always produced the anticipated results and to the many shop stewards who worked diligently to present grievances and demonstrate their expertise at problem solving. I deeply appreciate all the support I received and treasure the moments of friendship through the good and bad times. My thanks to Gary Doherty our Vice- President, Outside Canada for his advice on many issues and for always being there when the Local required assistance. The merit list could go on ad infinitum, suffice to say I could not have done it without all your help -- together we are making things happen!!!! MERCI!!!

Well, 1994 is well on its way so let us once again adorn our steel helmets, rally new blood to the fold and challenge with force and certainty any injustice perpetrated on any one of our Members at any time, in any area of the vast workplace we call ours, at home or abroad. Keep the lines of communication open as the network is growing. I would ask all who read this report to give some thought to attending our monthly meetings more frequently and to consider scheduling some time to lend a hand and become more active. We now have the means to provide more information and courses to those interested so please keep us informed regarding your particular concerns and needs, make enquiries for your specific group and yes, even bring along a friend!!

Once again, I thank you for all the support provided through the challenges we faced in 1993, .... you were the wind beneath my wings! It was a pleasure working with you and for you.

February 9, 1994

  
E. B. Dubé.

**REPORT OF FIRST VICE PRESIDENT**

Local 70125 has had another great year with Eunice at the helm. Our Local has never been so well off financially. We have plans to keep our membership better and better informed on whats happening in the Local and with the purchase of the new fax machine the brothers and sisters abroad should have better access to their Local.

As for me, I had another great year with the Local. Of course the highlight of the year was the National Component Convention in Laval. I never expected it to generate so much energy.

Jacques Quinn  
February 21, 1994

**SECOND VICE-  
PRESIDENT  
ANNUAL  
REPORT  
1993-1994  
LOCAL 70125**



Although the past year has not been demanding in this position it has allowed me to gain experience in the conduct of union affairs. Several difficult questions were asked of me by PSAC members in Place Vanier in which I had to learn policies and procedures of the union and apply them to the workplace. Other Local 70125 officials with more experience served as a valuable resource.

The highlight for me in my capacity as second vice-president was the OFL convention in Toronto. This was a dynamic experience which typified the give and take of democracy. Unfortunately I think it left the Ontario union movement divided and focused on the wrong enemy. Overall it was a unique learning experience which I hope will be put to good use in the upcoming years.

**Corrie Pyl**

## REPORT OF THE SECRETARY

Well, its been one year since Local 70125 made the decision not to engage the services of a full time employee. As you will see this evening, the financial benefits of that decision show up very clearly in our bank balance. The Executive has shown that they are able to manage the office of the Local however, it is my opinion that the workload could be split among the executive and members more equitably. Eunice works long hours on behalf of her members and she could have used more help. Perhaps it would be helpful to design a duty roster detailing everything that needs to get done each month and then splitting the tasks up among the executive on a rotating basis. My task during the past year as secretary was to do the Minutes and this I have done each month.

I am thankful and appreciative of the opportunity I have had this past year to serve on the executive where I have met nice people, learned more about the Union and have more of an appreciation of what is involved at the Local level to inform and assist our members. I only wish our members wanted to know more about us. I would never have believed that I would meet a group of 1200 people who each individually invest over \$350.00 annually into dues and yet appear to have absolutely no interest in their investment. I'd like to strongly urge all members to participate more actively in union activities in the coming year and help your Executive work for you.

Anna K. Sipos  
February 21, 1994