

# Local 70125

## external affairs



### ANNUAL GENERAL MEETING

WEDNESDAY, APRIL 3, 1996

12:00 P.M.

LESTER B. PEARSON BUILDING  
ROBERTSON CONFERENCE ROOM

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. ELECTIONS  
President  
Vice-Presidents (3)  
Secretary  
Treasurer  
Chief Steward

### COMMITTEES

Health & Safety  
Membership  
Education/Publicity  
Foreign Service Directives

5. ADOPTION OF MINUTES OF 1995 ANNUAL GENERAL MEETING
6. EXECUTIVE REPORTS
7. FINANCIAL REPORT 1995
8. COMMITTEE REPORTS
9. BUDGET PRESENTATION 1996
10. HONORARIUM REPORT
11. OATH OF OFFICE
12. GUEST SPEAKER
13. ADJOURNMENT

### ASSEMBLÉE GÉNÉRALE ANNUELLE

MERCREDI, LE 3 AVRIL 1996

12:00 P.M.

ÉDIFICE LESTER B. PEARSON  
SALLE DE CONFÉRENCES ROBERTSON

1. OUVERTURE DE LA RÉUNION
2. APPEL NOMINAL DES DIRIGEANTS
3. ORDRE DU JOUR PROPOSÉ
4. 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

5. ADOPTION DU PROCÈS-VERBAL DE L'ASSEMBLÉE GÉNÉRALE ANNUELLE POUR L'ANNÉE 1995
6. RAPPORTS DES DIRIGEANTS
7. RAPPORTS FINANCIERS ET COMPTES À PAYER 1995
8. RAPPORTS DES COMITÉS
9. BUDGET POUR L'ANNÉE 1996
10. RAPPORT - HONORAIRES
11. SERMENT D'OFFICE
12. INVITÉS
13. ADJOURNEMENT

# ASSEMBLEE

# MEETING

# Section Locale 70125

## affaires exterieures

**P.S.A.C. Local 70125**  
**Minutes of the Annual General Meeting**  
**April 3, 1996**

1 The meeting was called to order at 12:00pm by President Corrie Pyl.

2 **ROLL CALL:**

Corrie Pyl, Acting President	Bill Gloss, CR Member
Les Cundell, Treasurer	Peggy Coupland, SCY Member
Ronald Legault, CR Member	Edward Cashman, CR Member
Ron Francis, CR Member	Sean Franey, GS Member
Eunice Dube, CR Member	Catherine Brennan, ST-SCY Member
Adriana Champion, ST-SCY Member	Evelyn Budai, ST-SCY Member
Solange Goulet, ST-SCY Member	Heather Brooker, AS Member
M. Jones, CR Member	D. Frintti, OCE Member
C. Couteau, CR Member	Michel Labreche, PM Member
George Stewart, AS Member	Denise Dubois, SCY Member
Paul Hebert, AS Member	Gary Doherty, As Member
Karen Cheslock, SCY Member	Tom Rainboth, CR Member
Rosslyn Staniford, SCY Member	Elaine Lefebure, SCY Member
M. Hiseler, SCY Member	Marje Andrews, SCY Member
Mary Lou Finlan, SCY Member	P. Lowrey, SCY Member
G.K. Geitzler, SCY Member	

Brother Doherty requested a review of those in attendance to determine if anyone was an exclusion. Sister Brooker and Brother Cundell checked the list to ensure all was in order. It was determined that all in attendance were members in good standing. Brother Doherty left the meeting.

3 **ADOPTION OF AGENDA:**

There was an amendment to the agenda.

4 A) National Director for Countries Outside Canada was added to the positions for election.

M/S/C Gloss/Dube

4 **ELECTIONS - EXECUTIVE**

Brother Doug Chalk, President of the National Component presided over the elections.

<u>Position</u>	<u>Nominated</u>	<u>by</u>	<u>seconded by</u>	<u>Result</u>
President	Corrie Pyl	Gloss	Brooker	acclaimed
First Vice-President	Ron Legault	Gloss	Cundell	acclaimed
Second Vice-President	Ron Francis	Pyl	Gloss	declined

Third Vice-President	Heather Brooker	Pyl	Coupland	acclaimed
Secretary	none			
Treasurer	Les Cundell	Pyl	Coupland	acclaimed
Chief Steward	Tom Rainboth	Pyl	Gloss	declined
A)National Director	Ed Cashman	Brooker	Gloss	To be decided

by the P.S.A.C. National Component Board of Directors at their next meeting.

Following the elections for the executive, Brother Chalk had some comments which he requested that those present at the meeting take back to the rest of the members. He suggested that the inability to fill executive positions reflected a lack of interest in the union; and therefore, this indicated why the union did not have the strength it should. The only way the union can have any strength is if the people who are in the union, who are the union get involved. If this does not happen it suggests that when he or the Local president speak on behalf of members they are in effect representing only a very small proportion of the Local members, and this sends a sign to management that they are not dealing with the same vigour as where there is good support. Brother Chalk emphasised that he did not wish to lecture but commend those who had attended the meeting, but he also wanted to point out the potential for difficulties.

### ELECTIONS - COMMITTEES

<u>Committee</u>	<u>Nominated</u>	<u>by</u>	<u>seconded by</u>	<u>result</u>
Health&Safety	Corrie Pyl	Cundell	Coupland	accepted
Membership	none			
Education/Publicity	none			

### 5 **ADOPTION OF MINUTES OF 1995 ANNUAL GENERAL MEETING:**

The minutes of the 1995 Annual General Meeting were adopted as presented.

M/S/C Cundell/Legault

### 6 **EXECUTIVE REPORTS:**

A)President's Report

M/S/C Dube/Coupland

B)Vice-President's Report

M/S/C Pyl/Coupland

### 7 **FINANCIAL REPORT 1995:**

M/S/C Cundell/Dube

**8 COMMITTEE REPORTS:**

A) F.S.D.'s

Shelter Shares will be deducted from salaries for 1996/7. PAFSO is opposed to this action. Presently, according to the F.S.D., one has the option to shelter shares in local pay currency. The first step to fighting this proposed action would be to put in grievances. As the F.S.D.'s are signed agreements, this proposed action should not be able to proceed unilaterally. It was also mentioned that some Diplomatic Couriers were reinstated.

M/S/C Cundell/Pyl

B) Health and Safety:

The committee has been functioning well at the Pearson and Place Vanier buildings, meeting regularly and dealing with issues. Any person with a related Health and Safety complaint should be directed to this committee so that the committee will become more effective. Labour Canada has become involved and is checking annual reports from headquarters and abroad to ensure that all regulations are being complied with and in accordance with the terms of the committee.

M/S/C Pyl/Coupland

**9 BUDGET PRESENTATION 1996:**

The budget committee was comprised of Les Cundell, Bill Gloss, and Corrie Pyl.

M/S/C Cundell/Gloss

**10 HONORARIAM REPORT:**

At this point the chair took the opportunity to thank Eunice Dube for her many active years in the Local and for the tremendous effort she has made on the Local's behalf. She was wished well in her new position.

Sister Dube said that it had been an honour. What she remembered best were those who worked beside her on the executive and committees, and she thanked those people for their efforts. She hoped that in her new position she could serve as a link between the Component and the Local, and she stressed that she would always be there to help.

Brother Gloss moved that each recommendation of the Honorarium Report be dealt with

separately. It was moved

1. that \$700.00 be divided amongst 6 members as indicated in his report.

M/S/C Gloss/Legault

2. that Eunice Dube be given a Special Honorarium of \$500.00.

M/S/C Gloss/Cundell

3. that Honorarium be increased to \$1,250.00.

M/S/C Gloss /Legault

11 **OATH OF OFFICE:**

Brother Chalk gave the Oath of Office to the new executive.

12 **GUEST SPEAKER:**

Brother Chalk spoke again. First he commented on some of the things mentioned during the meeting, and then he went on to talk about Pay Equity and Collective Bargaining.

The hours, places and notices for the monthly meetings are all important issues. He heard them, the executive has heard them, and everyone will work together to try to achieve a suitable resolution. At these meetings we will work on a unanimous response.

13 **ADJOURNMENT:**

The meeting was adjourned at 1:30pm.

# PRESIDENT'S ANNUAL REPORT

## LOCAL 70125

### FEBRUARY 24, 1997

During the past year we have introduced several changes to the operation of our Local. In order to make our monthly meetings more open to our members we have changed the location of the meetings to the Pearson building and have held the meetings at twelve noon. We also have had several information meetings on pay equity and in the future we will hold collective bargaining information meetings. Another substantial change has been the way we are communicating with our members in Ottawa and overseas. Of course I mean our expanded use of departmental e-mail. All these measures I hope will promote our Local and union to our members. The result I am sure is a Local that is more responsive to the needs of our members.

I am also happy to point out that we have developed an excellent team approach in our consultations with management. The executive and vice-president outside Canada have effectively dealt with the many problems presented to us by management. This solid front has enabled us to be more effective as a Local in representing our members. In our meetings with the ADM Corporate Services we have been able to present a strong case for our union and member concerns.

There are several challenges we will be facing as a Local in the upcoming months. Perhaps a crucial one is the fact of declining membership in our Local. This impacts our budget but also our status as the largest union in the department. Other issues that we will need to monitor closely are the FSDs, pay equity, collective bargaining and health and safety. These are issues that I am confident we can face.

We will also need to get more active participation from our members in the running of the Local. We have a good team in the executive and the Local is running very smoothly but we need some members to volunteer their time and experience. There are some executive positions that are vacant which I hope to see filled at this AGM. I wish at this opportunity to thank the members of the executive; Les Cundell, Ron Legault and Heather Brooker for all their work during the year. Also I wish to thank Eunice Dube and Ed Cashman for their support and hard work.

Finally I wish to report on large part of the work I have done in the last year which most members are not aware of because of its confidential nature. This of course is grievance and appeal work. The Department's constant downsizing, reorganizing and lack of recognition of its employees has greatly added to the work load in representing our members. I have seen an increased willingness of our members to stand up for their rights and I am happy to say they are often rewarded for doing so. Management are often surprised that their employees are willing to fight for their rights, for far too long have many managers in this department gotten away with very questionable methods of dealing with their employees. If you are aware of a problem that you think is unfair please contact myself or any one on the executive so that we can try to remedy the situation.

## VICE-PRESIDENT REPORT

---

**To: The Members of Local 70125**

J'aimerais dire merci à tous mes frères et soeurs du Local 70125 pour avoir eu confiance de me laisser vous servir en 1996.

Our first goal was to listen to our fellow executive members and the general membership. It was interesting to observe how often the same topics were raised by both our President, Corrie Pyl, and our members. The subjects included Pay Equity, lack of promotions, downsizing and technological change.

Our second goal was on education with a focus on the grievance/appeal process. To obtain this goal, we attended the National Component Convention, all local monthly meetings, our executive meetings and last week a 1997 budget seminar.

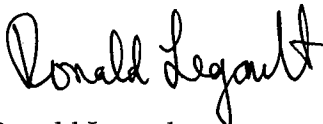
A major finding of mine was the silence of our members. Many are faced with a daily fear in the workplace. Some of these fears are generated by the employer with respect to non-renewal of their term, verbal harassment, high volume of work and living on a fourteen day pay cycle with no increase in sight.

On a positive note, I suspect that with an upcoming election, the Government will propose a solid pay equity settlement.

Finally, I wish to say thank you to two important members of this Local: Mr. Ed Cashman, our VP at the Alliance and Ms. Eunice Dubé, our VP at the National Component. Both active executive members have consulted with us on numerous issues and provided a strong presence for this Local and our members at 233 Gilmour.

God bless you all in 1997.

Yours sincerely,



Ronald Legault  
Vice-President  
Local 70125

# HONORARIUM

February 13, 1997

On behalf of the membership of local 70125, I would like to take this opportunity to thank both the executive and the members who volunteered their time for a job well done.

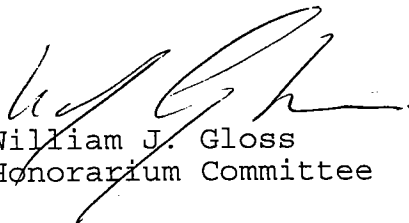
2. I would like to present two recommendations

RECOMMENDATION #1 - That the following persons receive an honorarium as follows:

Corrie Pyl	\$ 350.00
Les Cundell	\$ 300.00
Peggy Coupland	\$ 200.00
Ron Legault	\$ 100.00
Eunice Dube	\$ 100.00
Ed Cashman	\$ 100.00
Dave Delaney	\$ 100.00

RECOMMENDATION # 2 =

THE HONORARIUM BE GIVEN IN THE YEAR THAT IT IS BUDGETED FOR. For example, the honorarium above is for the fiscal year 1996, but it is not given out until 1997. In 1995, at a local meeting, a motion was moved/seconded and passed, that the honorarium be given in the year it was budgeted for. I therefore recommend the 1997 honorarium be allocated in November 1997 at our monthly meeting and ever year thereafter.

  
William J. Gloss  
Honorarium Committee



# **HEALTH AND SAFETY COMMITTEE**

## **ANNUAL REPORT**

### **FEBRUARY 24, 1997**

This report will deal with both Occupational Health and Safety Committees in the Pearson Building and Place Vanier. During the past year we have been meeting on a regular basis. We have been dealing with problems as they arise and are trying to be proactive. Although both committees are active there is still a lot of room for improvement. We need a higher profile in the Department so that more members are willing to come forward with problems that we can tackle.

Both committees have been able to attend training sessions on accident investigation and workplace inspections. This training is important because of the enhanced role the Health and Safety Committees under the new provisions of the revised Labour Code. Over the next several months the committees will undertake workplace inspection of both locations. The inspection of the Pearson building will be a considerable task and I hope to recruit some volunteers who would be willing to serve on inspection teams.

The committees have been able to respond to members complaints and accidents reports in a timely manner. We have been able to carpet the main lobby area of the Pearson building, although there are spots people still slip on, it is getting better.