

Local 70125 - PSAC

Foreign Affairs and International Trade



ANNUAL GENERAL MEETING

MONDAY, FEBRUARY 16, 1998

12:00 P.M.

LESTER B. PEARSON BUILDING
CADIEUX AUDITORIUM

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. ADOPTION OF MINUTES OF 1997 ANNUAL GENERAL MEETING
5. EXECUTIVE REPORTS
6. FINANCIAL REPORT 1997
7. HONORARIUM REPORT
8. COMMITTEE REPORTS
9. BUDGET PRESENTATION 1998

10. ELECTIONS

President
Vice-Presidents (3)
Secretary
Treasurer
Chief Steward

COMMITTEES

Health & Safety
Membership
Education/Publicity
Foreign Service Directives

11. OATH OF OFFICE
12. GUEST SPEAKER
13. ADJOURNMENT

ASSEMBLÉE GÉNÉRALE ANNUELLE

LUNDI, LE 16 FÉVRIER 1998

12h00

ÉDIFICE LESTER B. PEARSON
L'AUDITORIUM CADIEUX

1. OUVERTURE DE LA RÉUNION
2. APPEL NOMINAL DES DIRIGEANTS
3. ORDRE DU JOUR PROPOSÉ
4. ADOPTION DU PROCÈS-VERBAL DE L'ASSEMBLÉE GÉNÉRALE ANNUELLE POUR L'ANNÉE 1997
5. RAPPORTS DES DIRIGEANTS
6. RAPPORTS FINANCIERS ET COMPTES À PAYER 1997
7. RAPPORT - HONORAIRES
8. RAPPORTS DES COMITÉS
9. BUDGET POUR L'ANNÉE 1998

10. 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

11. SERMENT D'OFFICE
12. INVITÉ
13. ADJOURNEMENT

ASSEMBLEE

MEETING

Section Locale 70125 - AFPC

Affaires étrangères et Commerce international

P.S.A.C. Local 70125
Minutes of the Annual General Meeting
February 16, 1998

1 The meeting was called to order at 12:10pm by President Corrie Pyl.

2 **ROLL CALL:**

Corrie Pyl, President

Les Cundell, Treasurer

Ronald Legault, V.P.

Eunice Dube, V.P. Outside Canada

David Delaney, CR Member

Gord Monette, CR Member

Doug Rabbe, CR Member

Sherry Smith, CR Member

B. Scott, CR Member

R. Staniford, SCY Member

J. Desoumeaux, SCY Member

Diane Hosker, SCY Member

L. Lecompte, CR Member

M.D. Jones, CR Member

Sean Franey, GS Member

P. Coupland, SCY Member

Ron Markel, CR Member

D. Chara, CR Member

D. Shellard, CR Member

E. Jacobs, CR Member

Ray Doggett, CR Member

P. Croteau, SCY Member

M. Andeel, CR Member

B. Mueller, SCY Member

Pierre Beaupre, CR Member

J.A. Poulin, CR Member

S. Desjardins, SCY Member

P. Dunits, SCY Member

D. Walker, SCY Member

Carole Stelmach, IS Member

G. Remillard, SCY Member

Maria Degiovanni, CR Member

Lynn Keeler, CR Member

F. Giroux, CR Member

E. Blackett, CR Member

E. Gammell, IS Member

Marion Murray, CR Member

Ted Brown, CR Member

Adriana Champion, SCY Member

Bill Gloss, CR Member

Pam Saunders, SCY Member

A. Watts, CR Member

J. Durnford, SCY Member

A. Batten, CR Member

C.A. Robinson, CR Member

R. Doré, AS Member

Debbie Dobbins, CR Member

J. Côté-Fortin, SCY Member

L. Miskell, CR Member

R. Labelle, CR Member

Laura O'Connell, SCY Member

S. Lamoureux, SCY Member

B. Singh, CR Member

P.J. Tough, CR Member

R. Regimbald, CR Member

Barb Delaney, AS Member

M. Therrien, SCY Member

D. Dobbins, CR Member

D. Chatelain, CR Member

Roch St. Jean, CR Member

Nicole Demers, SCY Member

Ron Francis, CR Member

Lori Corriveau, AS Member

M. Bangcoy, SCY Member

Linda Valentine, SCY Member

Nancy Sample, IS Member

Anita Lloyd, PM Member

Romain Labrie, CR Member

Marlyn Maki, CR Member

S. Young, CR Member

P. Pigott, CR Member

Sister Goyette and Brother Cashman were unable to attend for personal reasons.

3 ADOPTION OF AGENDA:

The agenda was amended as follows: 7) Honorarium report was dropped because this had been presented at the last regular members meeting. In place, a motion presented at the previous general meeting would be put forth.

M/S/C Delaney/Gloss

4 ADOPTION OF MINUTES OF 1997 ANNUAL GENERAL MEETING:

The minutes of the 1997 Annual General Meeting were adopted.

M/S/C Gloss/Coupland

5 EXECUTIVE REPORTS:

A)President's Report

Brother Pyl presented a written report. He also noted that it had been a busy year for the local and for himself as President. He indicated to members present that Brother Legault would arrange getting membership cards for any members needing cards.

M/S/C Pyl/Delaney

B)Vice-President's Report

Brother Legault presented a written report. He also spoke regarding the increasing amount of contracting-out, noting that these positions were being contracted out for \$25-30 per hour. Approximately 70 positions had been lost in 1997 to contracts.

M/S/C Legault/Scott

Brother Legault entertained a member's question regarding spousal employment. He indicated that there was discrimination regarding spousal employment as spouses of SCY personnel could not qualify. This topic has been brought before ADM Corporate Services, and will be one of the topics at the Joint Council.

C)Second Vice-President

Sister Coupland presented a written report and noted the increasing levels of stress in the workplace.

M/S/C Coupland/Smith

6 FINANCIAL REPORT 1997:

The financial report for 1997 was presented. The Local is in a good financial position.

M/S/C Cundell/Delaney

In response to questions: Brother Pyl said that he would try to get hold of statistics of rotational to non-rotational personnel and clarified that only members in the exclusion category were not required to pay dues. As a result they would be required to work in time of strike.

7 MOTION:

Be it resolved that the executive can approve an expenditure of \$150, and increase of \$50 from the present approval sum of \$100 established in the by-laws.

This motion was moved at the January 19, 1998 monthly meeting by
M/S/C Cundell/Legault.

The motion was carried and the by-laws will be amended accordingly.

8 COMMITTEE REPORTS:

A)RVP Countries Outside Canada

Sister Dubé presented a written report then entertained questions.

B)Health and Safety:

Brother Pyl presented a written report.

M/S/C Pyl/Coupland

Accident reporting is a regular item of the Health and Safety Committee agenda. All accidents should be reported even if there is no apparent injury because injury could surface later and others could be encountering the same problem. The accident must be recorded, and it is best to approach one's immediate supervisor--although many do not know what to do it is their responsibility to find out. If a supervisor is unwilling to fill out a report, brother Pyl encouraged members to contact him.

Controversy continues regarding the department's decision to remove the services of the occupational health and safety nurse and health unit. Brother Pyl has met with Lucie Edwards about this issue but encouraged members to put pressure on senior management to do something about the situation. Members may direct E-mail to Lucie Edwards ADM Corporate Services.

9 BUDGET PRESENTATION 1998:

The budget for 1998 was presented. Expected revenue, based on a membership of 1,100, was balanced against expected expenditures for the year with a \$0 balance. The budget committee was comprised of Les Cundell, Ron Legault, Heather Barr, and Corrie Pyl.

M/S/C Cundell/Jones

Responses to questions: A rent increase of 2% for the Local office was allowed for; changes may be necessary however, in light of property tax increase. Although the Local is in good financial shape a dues decrease will not be forthcoming as just \$4 of Union membership fees--a small fraction of the total--go towards Local dues. The Local has budgeted this year in order to be able to send its president to the European Seminar.

10 ELECTIONS - EXECUTIVE

Brother Doug Chalk, President of the National Component was given the chair and presided over the elections.

<u>Position</u>	<u>Name</u>	<u>Nominated by</u>	<u>Seconded by</u>	<u>Result</u>
President	Corrie Pyl	Gloss	Delaney	Acclaimed
Vice-President	Ron Legault	Scott	Gloss	Acclaimed
Second V.P.	Peggy Coupland	Demers	Gloss	Acclaimed
Third V.P.	Bill Gloss	Scott	Delaney	Declined

Voting was interrupted so that brother Pyl could briefly explain the duties of the executive. The executive is to provide outreach from the Local to membership. Various duties are assigned during the year for example attendance at various meetings or stewardship. The executive is required to attend regular monthly meetings, special emergency meetings, and VP's are assigned to various committees. The treasurer is responsible for the finances of the Local. The secretary is responsible for posting notices, getting e-mail out, ensuring Signet broadcasts messages, recording meeting minutes, and filing. The Chief Steward co-ordinates grievances undertaken on behalf of union members and co-ordinates the assigning of grievances to stewards. Members are generally given 30 days notice of the Annual General Meeting at which time elections are held for Local positions. Descriptions of the positions can be provided to interested members.

Secretary	Helene Goyette	Pyl	Smith	Acclaimed
Treasurer	Les Cundell	Delaney	Pyl	Acclaimed
Chief Steward	None			

ELECTIONS - COMMITTEES

<u>Position</u>	<u>Name</u>	<u>Nominated by</u>	<u>Seconded by</u>	<u>Result</u>
Health&Safety	Corrie Pyl	Cundell	Coupland	Acclaimed
Membership	Ron Legault	Pyl	Gloss	Acclaimed
Education	None			

& Publicity

The election was closed and Brother Chalk charged the executive with filling vacant positions.

11 OATH OF OFFICE:

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

12 GUEST SPEAKER:

Brother Chalk took the floor and spoke of the two central issues of interest to members, Pay Equity and Collective Bargaining. Regarding Pay Equity, there has been no call from Treasury Board as they are waiting for the Liberal budget. The reason given for the delay is that one member of the Committee is very ill. Still, the rules have been in the Union's favour for the past 13 years and the final ruling should reflect this. Brother Chalk said that in his opinion, it would not be a bad thing if the government would legislate a settlement. Then the issue will be taken to the courts. Reflecting upon the situation of Ontario when Mike Harris legislated against Pay Equity and was told by the courts to pay retroactively. The logic is simple, Treasury Board can change the law anytime but cannot change it retroactively. Treasury Board tried to get members to put pressure on their Union to accept the \$1.2 billion payment, but brother Chalk feels that there is more to be had. The Tribunal has been favourable on our behalf. Employment Equity law involves everyone under the Canadian Labour Code; companies have followed the law and made payments.

A member commented that the language from Union-side regarding Pay Equity has been controversial, and she feared that this would jeopardize the situation.

Regarding Collective Bargaining the government continues to have the same stand--they are not ready for the talks. There have been offers at three tables ranging from 1-1.5%. These tables have asked for cost of living increases. Table 2 is about to begin bargaining. Table 1 has not asked for conciliation but has put in a complaint against Treasury Board for bargaining in bad faith. Retroactive settlements are 2-2.5%. Nothing will be decided until the summer at least, and there will be a strike vote before accepting the contract.

13 ADJOURNMENT:

The meeting was adjourned at 1:25pm.

M/S/C Pyl/Gloss

LOCAL 70125 ANNUAL PRESIDENT'S REPORT 1997-1998

The following are highlights of the past year:

Conventions:

Public Service Alliance of Canada Triennial Convention April 1997:

The Alliance held its triennial convention in April of 1997 in Toronto. Your Local was well served by its elected delegates and observers, plus our two RVPs. Our Local and Region have an impact on the Alliance that belies our size and importance. One of the main issues at the convention was the whole question of Regionalisation, which would cause a structural change to our union that would alter our method of delivering services to our members(see below on progress update). We were able to secure through our negotiations with Daryl Bean and our new RVP for the National Capital Region, John Baglow, a permanent position for our RVP Countries Outside Canada representative on the executive of the new region. We were also successful in passing resolutions that applied to our rotational members posted abroad. On the whole it was a very exciting and challenging convention.

Ontario Federation of Labour Bi-annual Convention November 1997:

I was the sole delegate from our Local to attend this convention. It was a convention that can be best described as one of transition. There was a change in the top leadership of the OFL and a change in the reality of the labour movement in Ontario. The OFL successfully challenged the Harris government in its Days of Protest, the teachers union when out on a lengthy strike and there was a new sense of determination to confront this right wing agenda that insists on keeping salaries low and many of us unemployed. Also the Alliance delegates were able through a demonstration at the Salvation Army headquarters in Toronto to put pressure on the Army leaders to settle with fellow Alliance members working at the Booth Centre.

Celebrations and Accomplishments:

We had a chance this past year to celebrate the accomplishments of some of our members in this Local who have significantly contributed to the development and service to our Local and members. At our Christmas Party we were able to reward in a small way the past services of several dedicated members. I wish to especially thank Helene Anna Goyette for all the work she put in to make this such a successful event. I wish to mention one other action that I thought was very remarkable; our donation to the Salvation Army strikers. I think that this donation showed a

solidarity to the union movement that made us all proud.

State of the Local:

Our Local is very healthy financially through our careful management of money through-out the year. We were able to put in another large contribution to our Strike Welfare Fund and our operational reserve. Most of my work as President few members see or realize and I thought I would just list a few of the statistics that take up so much of my time(approximate numbers).

Telephone Calls from Members and Management	200-250
Meeting with Members	50-75
Meeting with Managers	20-30
Meeting with Union Service Officers	20-30
Grievance Presentations	10-15

Regionalisation:

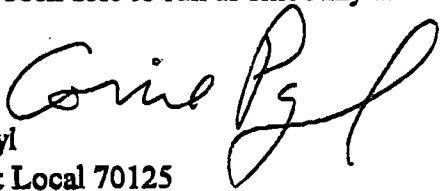
I was elected to the Regionalisation Working Group at our initial meeting in September. I represent the interests of all Locals in the National Capital Region. We have through a series of meetings been able to design the structure and by-laws of this new organization within our Union. We hope to have our initial founding "convention" sometime this spring. All of us in the Working Group(which includes our RVP Countries Outside Canada, Ed Cashman) hope that this new structure will revitalize the locals in our region and that we will be able to communicate more effectively to our members.

Challenges for the Future:

We as a Local face several challenges in the near future. We must put all our efforts in settling the Pay Equity dispute and put our skills together to fight the government for fair wages and benefits. Collective bargaining is going nowhere fast and as a Local we must be ready to organize our members to first put pressure on the government but also to be ready in case we need to go into a strike situation. As a Local we need to increase our members participation and to share the burden of running the day to day business of the Local with more members.

Last but not Least:

I wish to thank the various members of the executive who made so many contributions in the past year. Les Cundell as treasurer, Ron Legault and Peggy Coupland as vice-presidents and Helene Anna Goyette as secretary without their help and ability to undertake many tasks the Local would not have been able to run as smoothly and efficiently.


 Corrie Pyl
 President Local 70125

Annual Report
Vice-President
Local 70125

It is my pleasure to report to you, my fellow brothers and sisters of Local 70125 of our undertakings in 1997.

One of our main goals in 1997 was to increase the participation of our members by having them become active card-carrying members of PSAC. This local was able to decrease on a year to year basis 34 RAND deductees. After all of the work of the executive in 1997, we still have 30% of our members as Rand deductees. If you are a RAND deductee please contact me at IAM B-4, tel 944-6888. Even though many of our members may feel comfortable in their job security, we must point out that 70 unionized positions were eliminated by DFAIT in 1997, including 38 clerks, 26 secretaries, and 6 admin. officers. This cut reflects an attrition rate of almost 6% for this local. This continues a trend in unionized job cuts by the Department since 1984.

.../2

A disturbing trend for this department is the increase in contracting-out of our work at rates of pay in excess of \$25.00 per hour. A large portion of this contract work is going to senior departmental employees spouses and dependents. It is rare to see spouses of PSAC members working in this department. There is almost a systematic discrimination of our members neither having an opportunity for their spouses nor their dependents working here.

We wish to point out a fact that only thirty percent of our staff are under the age of forty years. The majority, over sixty-five percent, are between the ages of over forty and under sixty. The freeze on hiring, and an increase in attrition will make it difficult for some departments to fulfill their mandate to their clients, the Canadian population.

I would like to thank the members for providing me the opportunity to attend the PSAC Convention in April. As many of you know **Brother Bean** was re-elected as President.

Special thanks must be given to three important people who were always available to listen and counsel our local. First, we must thank **Brother Doug Chalk**, National Component, for his open door policy and his prompt reply and guidance to us.

Thanks must be given to **Brother Ed Cashman**, our PSAC Board Member, for his efforts with the respect to the Foreign Service Directives. Well done **Edwin**.

J'aimerais tout spécialement souligné **Madame Eunice Dubé**, Élément National, pour sa consultation et précieux conseils au local 70125.

Finally, thanks to fellow board members **Corrie Pyl**, **Les Cundell**, **Peggy Coupland**, and **Hélène Goyette** for your continued team work as members of local 70125 Executive.

God bless all of you.

Ronald Legault

Ronald Legault
Local 70125
February 16, 1998

REPORT OF SECOND VICE-PRESIDENT

This year, I have become more involved with the Pay Equity issue. Like many of you, I have been lobbying my MP, as well as Treasury Board and its Minister, Marcel Massé. In August I took part in a demonstration at L'Esplanade Laurier, and in December I took part in the first shift of the 13-hour Pay Equity vigil. This fight is not over by a long shot and I will continue to be involved in it as much as possible - after all, I am one of the many affected!!

My other main activity has been to provide advice to members regarding their work situations and what to do, should they decide to take stronger action to resolve their situations.

Respectfully submitted,

A handwritten signature in cursive script that reads "Peggy Coupland". The signature is written in dark ink and is positioned centrally below the typed name.

Peggy Coupland