

PRESIDENT'S REPORT TO LOCAL 70125 ANNUAL GENERAL MEETING,  
FEBRUARY 26, 1973

Another year and we survived!

Following the Annual General Meeting held on January 31, 1972, when a full executive was elected, assignment of duties and responsibilities were agreed upon as follows:

<u>President:</u>	Eleanor Ryan	FSD Committee, CM, PRC, MRS Groups, Stewards' records.
<u>First Vice-President:</u>	George Stewart	Membership records, ST and AS Groups, recruitment and administration (pay-roll) of office staff.
<u>Second Vice-President:</u>	Joan Sparks	Publicity, CR Group, Editor of Courier.
<u>Secretary:</u>	Eula Duperron	Preparation of Minutes for Local, Executive and some Group Meetings, Ottawa Building district distribution of all newsletters, agenda, notices, etc., and, in absence of office staff (approximately 8 months) typing of Local correspondence.
<u>Treasurer:</u>	Eric Brown	Having resigned nine days after taking office, the President assumed Treasurer duties, payment of accounts, preparation of monthly financial statements, etc.

George and Joan will be reporting later.

During the period of having no office staff, additional duties were assigned, i.e. the every-day jobs, stapling, stuffing envelopes, stamping, etc.

In February, the Executive met with Mr. J. McCann, Staff Relations Officer, to discuss and review lines of communication, bag privileges, a possible CM Group study, proposed informal meetings of occupational groups with Mr. Bauer, and morale in general in the Department. At the March Local Meeting, John Coupland, Service Officer, National Component, reported on his London, Paris and Brussels visits. Steward courses were given by him in London and Brussels. Four members from Paris attended the course in Brussels. Non-receipt of contracts and FSD problems were common problems he encountered at all three posts. Also, in March, our Secretary, Mrs. Eula Duperron attended a PSAC course for Secretaries.

May 1, with regret, Hazel Marshall tendered her resignation as part-time office staff. Not only did we lose Hazel but Don as well, with posting to Hong Kong. We limped through the summer spending

many lunch hours at Local office doing the odd jobs.

New Building: As Local representative, I attended several meetings, including a tour of the building in May. With the posting of Mr. Barton (Chairman) in September, a new committee was formed, called "User's Committee" chaired by Mr. Fortier. Our representative on that committee is Miss Pauline Lortie, who made her first report last week at the February 19 Local Meeting.

Component Convention: In June, Miki Sheldon, Joan Sparks and myself, attended the National Component Convention as Local delegates. Miki will be reporting later.

PSAC Board of Directors' Meeting Minutes: We were pleased to receive for the first time Minutes for the Board meeting held in May. A letter was sent to Mr. Edwards expressing our views and suggesting that perhaps Components would follow similar procedure.

In Residence Training School: September 25-29 I attended the first In-Residence PSAC Training School held at Smiths Falls. Having advocated membership education over the past three years, I was pleased to report to Local Meeting in October, that the PSAC has undertaken membership education in a most realistic manner. It was extremely beneficial, as a Local President, to meet other Local officers in cross-component lines. It also confirmed my personal views that a good Local must have an active working executive and a strong steward body.

Ontario Federation of Labour Convention: Mr. Wm. Doherty, PSAC Executive Vice-President, and Andre Bonin, Ottawa-Hull Component Regional Vice-President, attended the Convention on November 6, 7 and 8, as delegates from this Local. Mr. Doherty gave a report of Convention proceedings at the November Local Meeting.

Autumn Activity: In September, we welcomed Chuck Lavigne back to the Local. True to form, Chuck immediately volunteered to assist the Local by accepting the Treasurer's duties and responsibilities. Chuck was subsequently elected Interim Treasurer, at the November Local Meeting. He has, with his financial background, set up the Local accounting system in a more modern manner, effective January 1, 1973.

During October, we held lunch hour meetings, with refreshments, for building representatives. (Two out of 11 attended.) An informal meeting of the MES Group was held with Mr. Bauer. This was a great success with 15 messengers attending.

ODCHC: This Local continued to support the Ottawa and District Community Health Centre by soliciting names for a telegram sent to Dr. Potter, Ontario Minister of Health. Those of you who have recently visited the emergency wards of local hospitals, waited for a hospital bed or tried to get on a doctor's list, will realize the need for local community health centres which, I might add, is strongly supported by the Federal Government, as a means of reducing health services costs.

New Service Officer: November arrived with rain and bleakness of winter around the corner, but for this Local it held good news with the appointment of Al Prien to the National Component as Assistant Executive Secretary. As the former PSAC National Director for Countries Outside of Canada, and for six and one-half years in the Foreign Service, Al brought to the Component, and as our Service Officer, great knowledge in the FSD field. I might add that paper has been flying ever since.

December: To give membership a better picture of how Local Executive Officers spend their time, a detailed report for period from December 18 - January 15 was maintained by four officers (Treasurer excepted, as he was involved in setting up the new financial system), and was appended to January Minutes.

Meetings: In the capacity of Local President, I attended several meetings, both formal and informal: Ottawa-Hull Area Council on May 24, to discuss how Council could better assist Locals. National Component Ottawa-Hull Area Presidents' Meetings, called by Marcel Longtin, former Regional Vice-President, DBS Local 70059; December 11 - Monthly Local Meeting, and most recently Saturday, February 24th Statistics Canada 7th Annual General Meeting, which included a buffet supper and dance. Miki and Joan were also invited.

Meetings with other Locals executive and members are most beneficial. I would urge that, with funds available, we reciprocate soon by some form of hospitality.

STEWARDS: There are 29 stewards in Local 70125, with 21 in Ottawa and 18 abroad. Twelve members took steward training courses in 1972, and 17 were removed from the list. Meetings were held for Telecommunications Centre (3) and Daly Annex (1) members to elect stewards. In other areas, we must depend on volunteers. It is hoped that when all employees are in the new building, each floor or section will hold elections for stewards, annually. Lack of active stewards has plagued this Local since formation. Although we made again this year several unsuccessful attempts to find a chief steward, 1973 holds promise with Bob Phillips recently volunteering to serve in this position. As a first priority, the newly-elected chief steward should call a meeting of all stewards to elect a grievance committee and prepare an educational programme both for stewards and the membership as a whole. Stewards can greatly assist the Local executive; and, with a strong body, there is no end to the possibilities of the Local. This has been seen working in other Locals.

Stewards abroad are essential. However, until rotational members realize that they, and they alone, must become more involved while in Ottawa by attending Local meetings, taking courses and attending seminars, they will be the victims due to lack of knowledge. It is more difficult to handle grievances abroad where both member and management are too often not familiar with contracts, procedure or directives. Advice and assistance can be and is given by the Local when requested, but nothing replaces an on-the-spot well-informed steward. We strongly urge all members to take steward training if for no other reason but to increase their knowledge of collective bargaining, legislation (ACTS) and the grievance procedure.

Advance Training for Stewards: There is a possibility for this Local to send stewards to a week training session under the "PSAC Officer Training Programme". To compensate to the membership for costs involved (and all costs would be borne by the Local, loss of salary and per diem) criteria for acceptance to take courses should be those stewards who are willing to serve the Local in a more active capacity on committees, e.g. membership, publicity.

Steward Records: It is essential that steward records are maintained and that APRS is informed with up-to-date lists of stewards and area of responsibility. Unless this is done meticulously, stewards are not recognized by management.

APPEALS: Again in 1972, there were many appeals. By September 18, 72, were received from PRC(8), ST(11), CR(4), CM(48) and AS(1) groups. National Component and Regional Office spent many days in handling these appeals. As a result of the large number of appeals in this department, Mr. Waddell, with assistance from Al Prien, has prepared a draft letter "Promotional Procedure in External Affairs" to be sent to Membership. Third draft copy has been submitted to APP since it was not possible to hold a meeting to discuss contents prior to printing and distribution to members for their comments. The object of this letter is to have the whole matter of promotional policy reviewed. Only with both parties involved, management and union, will this be achieved. Confidence in our rating procedure and promotional system is very low, evident at each informal group meeting we have arranged with Mr. Bauer.

FOREIGN SERVICE DIRECTIVES: January and February 1972 saw Al Hardy on TD in Dublin, and I attempted to fill in for him during the final period of FSD consultation. Final report was submitted to NJC in March and, as you all know, was approved and became the new FSDs effective July. There was an option for one year to those members

serving under the old directives. I found both the staff side and FSD committee meetings very exhausting and although I was kept informed continuously by Al Hardy during the six-eight months of consultations, I was amazed at how difficult it was to get a small benefit from Treasury Board. Bargaining/consultation is not just by the loudest voice, but hard argument with facts and data as backup. During the year, FSD bulletins 6,7,8 and 9, were distributed to members at posts abroad.

April Local meeting Al Hardy presented his final report prior this time to posting to Dublin. We also had at this meeting Messrs. T. Cole, J. Waddell, and Ron Cochrane present to discuss the new FSDs. Despite publicity, unfortunately only 19 members were present plus the Executive. Mr. Cole discussed bulletin No. 6 and also reviewed basic principle of comparability, incentive inducement, and programme-related items. Small turnout may have indicated lack of interest to Mr. Cole.

On May 11, Joan Sparks, Don Marshall and myself attended a meeting with Mr. Cole, to discuss Paris problems with G. Happy who was in Ottawa on TD. Copies were sent to all posts of July 5 circular letter from the Alliance, reviewing FSD on transfer and removal expenses and requested specific cases of inconvenience with regard to weight limitations. One case of financial hardship was reported and attempts are now being made to correct loss incurred.

Two formal grievances were handled during 1972, Havana and Kuala Lumpur, and although we did not obtain favourable reply at final level, both cases will serve as a basis for future consultation to improve FSDs. At the present time, there are four posts with problems which Al Prien is seeking solutions to. The NJC FSD Committee will be meeting soon to present the revised rental norms and PDAs promised one year ago.

Latest activity regarding service abroad is the Indo-China package proposal for those members who are serving with the Indo-China Truce Force. Courier bulletins No. 2 and No. 3 contain letters which review this matter adequately. Copies were sent to all posts and are available in your kits.

FSD - Long-term Objectives: Our resolution No. 47 (which I can quote from memoray) was approved at Component Convention and therefore will be seen at Calgary in March. We shall hope that it is also carried there. This would clear the way for the Alliance to make possible that the FSDs become an appendix to each negotiated contract and would result in FSD grievances being adjudicable.

In March, Local 70125 invited Mr. Sharpe, then President of PAFSO, to lunch to express our thanks for making his office available for Staff Side FSD meetings and for his many hours spent as spokesman for the Staff Side at official NJC FSD committee meetings. Mr. Sharpe, posted to London in August, was missed as he was always available to discuss similar problems we shared in the Department.

RECOMMENDATIONS: For 1973, I would recommend as aims and objectives for the Local, the following:

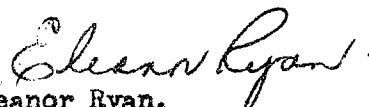
- (1) increased membership education, hopefully with active stewards leading the way;
- (2) advanced training for active stewards;
- (3) increased dialogue with posts, through Courier. (This is only possible if groups submit input to Editor);
- (4) greater group activity, in some groups it does not now exist;
- (5) preparation for the concentration of External Affairs staff in one location in Ottawa, with move to new building;
- (6) increase of general information programme to members;
- (7) institute social activities to attract membership activity.

Only with your contribution of time and energy, will objectives be met. The 1973 proposed budget allows for financial support for such projects; however, money alone will accomplish very little. What will really count is your attendance and support at Local and Group meetings, willingness to assist with committee work and supporting your executive through suggestions and ideas.

Inclosing, I wish to thank all those who contributed their time and energy and, I might add, stuffing the kits you received tonight or typing a set of envelopes, was greatly appreciated.

To the Executive who survived this year with me, I can only say that despite the handicaps you had, it was a job well done. To Joan Sparks, it was your good sense of humour that saved us all, many times, from despair. To Eula, who has the misfortune of working in the same office as I, a sincere thanks for the many hours of faithful duty. To George, you were a brave man. Until Chuck arrived in November, you were the sole male on the Executive.

AGAIN, to all a big thanks.

  
Eleanor Ryan,  
President.

FIRST VICE-PRESIDENT'S REPORT TO LOCAL 70125 ANNUAL MEETING,  
FEBRUARY 26, 1973

Madame Chairman, Honoured Guests, Ladies and Gentlemen:

Just a little over a year ago I was "Sworn in" as First Vice-President by the Executive Secretary of the National Component. It has been a hectic and interesting term of office but not a year without its disappointments.

Three major responsibilities were included with this portfolio, the organizing of the AS and ST Groups, the recruitment of an office manager and the membership records. The first two, I will report on now, the latter has been included in my report for the membership committee.

For the occupational groups, I'll begin with the AS Group. I made no headway — didn't even get my foot in the door as they say. When Chuck Lavigne returned from abroad and joined the Executive I passed the buck to him. For a group that is being phased out by the Department, I found them to be the most apathetic lot I've run into. Chuck, I wish you every success.

Working with the ST Group was indeed more interesting. By April 18 we had an "interim" chairman for the Group, Edna Cottrell. In June, I arranged for John Coupland, our Service Officer with the National Component to speak with the STs on the appeal procedure. Later in the year the ST Group indicated their desire to meet with Management on an informal basis. This was arranged for January 24 at the Chateau Laurier Hotel. About 90 stenographers/secretaries turned up to discuss with the Director of Staff Relations and Compensation Division, Mr. W.E. Bauer, their problems in the areas of posting, promotion and other personnel policies. The response that night was not only a surprise to Mr. Bauer but also to me. Since then the girls have met again and have, I believe, organized themselves for 1973.

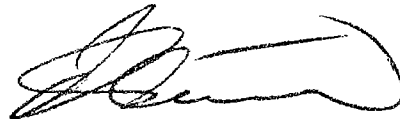
At our Annual Meeting last year we asked you to approve a budget which would allow us to hire a competent person to perform the duties of an Executive Secretary to the Local. After considerable deliberation over the duties and the qualifications needed, we were ready to advertise. The pay would be \$4.00 per hour for a three-day week. Pretty good we thought, particularly when our own Union still hadn't got us the 35 hour week! We ran a large ad in both Ottawa papers with discouraging results. The Local Manpower office was asked to help and friends and acquaintances in the Department who had recently retired were asked. No one, it seemed, wanted to tie themselves down for the summer. To fill the gap after Hazel Marshall left in May we tried to recruit a typist. Several came and went, leaving your Executive more appreciative of Mrs. Marshall than I can describe. Finally after a second advertising campaign in the fall we were successful in recruiting Don Surtees. Don who had recently retired from the Passport Office found it necessary to resign at the end of the year.

The duties of the position were reassessed at this time and it was decided our need was greater for a clerk-typist. Mrs. Kathleen Charlebois, formerly of the Department of Transport, was the successful applicant.

In addition, there are all those other activities that can be lumped under the word "general". Little jobs that can take a lot of time -- like arranging for the installation of a telephone at the Local Office, running errands to the National Component or elsewhere, preparing for meetings, arranging a dinner at Tiffany's for the new Staff Relations Officer, distributing propaganda, convincing members they should help and take part in their Local's affairs and learning what all good employers must know, the complex Income Tax, CPP and UIC rules and regulations. The Executive were asked to keep track of what they did for the Local over a two-week period in December/January. My tally was 20 hours -- early mornings, lunch hours and Saturdays.

I ended up the year at a Bargaining Committee meeting for the CR ST Groups. It was a two-day session at the Alliance Building -- this very room in fact. I represented the CR Group and I might add that two of our proposals which will be of sole benefit to the rotational members were accepted by the Committee. The next step will be the Component Committee April 26 and 27 and then the Alliance will give Notice to Bargain for the CR contract on May 29. It was a worthwhile experience.

And so was the past year. I appreciated the opportunity to serve you and if you so will, I'll do it again.



G. Stewart



SECOND VICE-PRESIDENT'S REPORT TO LOCAL 70125 ANNUAL MEETING,  
FEBRUARY 26, 1973

Publicity and CR Group

To begin with, organizing the CR Group again has not been a success. I am very sorry to say that I have been unable to locate even a few to take on the formation of a group committee — not enough interest or time are the reasons. During the past few months there has been sufficient discussion about forthcoming changes planned for the AS Group in External to cause some alarm among CRs concerning their future without an AS rank to work for. Truthfully, I think that through their lack of concern the CRs have proven themselves to be not worth promoting! It is not only External CRs, however, who are asleep at the switch. I attended two or three Area Council meetings for CRs during the year which had extremely poor turnouts — the latest being called specifically for bargaining demands.

In January the Local was notified that a Component Bargaining Committee for the CR Group would be convened in the latter part of February and requested input. A notice was accordingly placed in the Courier and forms were available for members in Ottawa. One reply was received from a post and to my knowledge no forms were even requested by anyone in Ottawa. However, we were able to collect several demands by hook or by crook which were submitted and accepted at the Bargaining Committee meetings February 22-23. As George mentioned in his report, no one came forward to volunteer as delegate to attend these meetings, but fortunately he was able to take this on, with Bob Phillips as observer. I want to point out that had we not been able to make these last minute arrangements for representation we would have missed out on two special demands concerning rotational CRs.

As a CR myself, it has been particularly discouraging for me to find no twinges of desire among the group to improve conditions of work, career opportunities, to take steward training or even attend Local meetings. I only hope there will be some CR response to the call for stewards that will be coming from our newly volunteered chief steward, as that might start something within the group.

Steward activities: During the past few months I was involved in four grievances on acting pay for non-rotational CRs, all of which were won (in AFM, FPO, APBS and ACRD) in the early stage. Other cases of acting pay followed suit, once the precedent was set. One classification grievance (in FPO) dealt with by National Component, was won at final level and as a result ten other positions in the same section had to be reclassified also. I am happy to say we have at last recruited a steward in Passport Division who attended a course in January.

The Publicity Committee is responsible for the mailing of PSAC publications to bag posts, Civil Service Review to non-bag posts and Local publications to all.

The Readership Survey conducted recently resulted in 36 replies to date (i.e., over 30% returned completed forms). Comments indicate material is generally found informative and welcome. Forms are still being received and we are grateful for the response which will be helpful in re-assessing material for posts and locating problem areas. For instance, minutes of Local meetings will in future contain more detail of correspondence and discussion as suggested by one post.

Our newsletter, The Courier, is being issued monthly and is now bilingual, thanks to Bernard Michaud who is doing the French writing on a trial basis -- let's hope he does not find it too much of a trial and quit on us! If the Local is able to purchase printing equipment for the office as proposed, it will be possible for us to publish our material at a lower cost in the long view and with less running around. Once in the publishing business, who knows what we can accomplish.

I would like to see our newsletter continue to be published each month, carrying news from group and Local executives and reports of grievances and appeals. With co-operation from groups, we can accomplish this.

In closing, I am not running for an executive position again this year, as I cannot put as much time into the work as it requires which is not fair to the other members of the executive.

I wish the new executive much luck and co-operation, which they deserve and need, and shall be happy to support them by continuing in the publicity department.

Joan Sparks

CM GROUP REPORT TO LOCAL 70125 ANNUAL MEETING,  
FEBRUARY 26, 1973

The period February 1972 to February 1973 was a very busy year for CMs in External Affairs. It was a fair to good year for 60% of the CMs and a poor to fair year for the remaining 40%.

The CM Group Executive as of February 14, 1973, now reads: D. Riffel, Chairman; M. Gagnon, Vice-Chairman; G. Tremblay, Secretary; M. Kahle, G. Gauthier, G. Gow, M. Gagnon elected shop stewards; M. Banville, D. Riffel stewards in the advisory capacity only; D. Harkess, D. Riffel delegates to Local.

We would like to thank the following, some of whom are now on post or to be posted, for their valuable services rendered: E. Ryan, E. Duperron, E. Christensen, R. Bordeleau, J. Jenkins, K. Thomas and A. Harty, E. Meldrum.

As this was contract year, the method of dispute settlement was called to a vote by the PSAC early in 1972. The vote was approximately 60% of External CMs for arbitration, 40% for conciliation. Out of many bargaining proposals, 12 were chosen and presented to Treasury Board. The contract was ratified and signed on January 31, 1973, 62% of External CMs for acceptance and 38% against. Highlights of the contract, 27-month contract, 6% and 7% pay increase and a flat back pay of \$195.00 and a minor proposal was accepted.

Promotion boards were held for the CMs. Approximately 55 appeals for all levels promoted were submitted. Public Service Commission informed all on February 20th, that appeal has been allowed against promotion from CM 4 to 5 level. The PSC also states that in the interest of all concerned, the Department has cancelled the promotion process and will hold a new one. One appeal for the CM 5 to 6 level was upheld. The CM 6 to 7 level board was cancelled based on the introduction of new standards. What effect the new standards will have remains to be seen.

In the new year, the External CMs must find a way to impress on the PSAC and the other CM groups that the External CMs are being left out in the cold. The External CMs themselves must become much more involved in our own activities, as management will not do anything for us and the Union really seems only to help those who help themselves.

*D. P. Riffel*  
D.P. Riffel,  
Chairman, CM Group

## ANNUAL REPORT - ST GROUP

The first activity in this Group in 1972 was a meeting in June with Mr. Coupland, who was then with the PSAC, in order to consult with him concerning the lodging of appeals in respect to the ST-6 to ST-7 promotion list. As a result of this meeting a number of appeals were lodged, none of which were successful unfortunately. The PSAC representative, Mr. Gleeson, suggested that a meeting be arranged with Staff Relations to clarify some of the statements made by the Department at the Appeals hearings.

In May I became Acting President of the ST Group and attended Local meetings when possible.

The proposed meeting with Staff Relations was finally arranged by George Stewart and took place in the Burgundy Room at the Chateau on January 24. Messrs. Bauer, McCann and Coupland met with 97 stenos to discuss personnel policy, promotion policy, postings, etc. The large turnout was a surprise to everyone, including the stenos. It was not possible, of course, to cover all aspects of the problems affecting the Group at this one meeting and it was decided that it would be followed by another one in the near future.

A follow-up meeting of interested stenos was arranged. It was held in the cafeteria in the Copeland Building on February 7 with the main object of electing representatives to the ST Group Committee. This proved impossible. The most interested STs are those in the Confidential Exclusion category; the others showed no desire to take on extra work to improve their conditions. Two working groups were, however, formed; one for Rotational and one for Non-Rotational stenos. Because of the non-official nature of the working groups it was felt that there would be no objection to Confidentially Excluded personnel contributing. The aim of the working groups is to compile facts and information to help with the presentation of the case for the ST Group at the next meeting with Staff Relations. It is hoped that the names of one or two STs will be put forward in the near future to serve on the ST Committee.

Edna Cottrell,  
ST Group Chairman.

IS GROUP REPORT TO LOCAL 70125 ANNUAL MEETING,  
FEBRUARY 26, 1973

Since there are only six IS officers in the IS Group in one division we do not meet formally, but deal with problems as and if they arise. The following therefore is a summary, as outlined in Treasury Board pamphlet, of progress to the end of 1972 on the Career Development-Manpower Plan for the IS Group as a whole.

Pay and Classification - Discussions are under way between Treasury Board and the Alliance regarding a performance plan requested by the IS community. The implementation of the classification standard, which is integrated with the pay package, is also contingent on these negotiations.

Career Development - This takes into account the elements of individual achievement, potential and manpower planning. An individual has the chance to progress according to his or her ability to advance with experience, training and development.

Three courses, speech-writing, departmental information-management and dynamics of public relations, will, it is hoped, be soon available. Other courses will be developed. A special publication will be issued annually listing career courses available to officers throughout North America and Europe. Question Banks are being developed, which will help determine the validity of training courses. Information from departments is being processed by the Public Service Commission as a basis for career planning. Specialties are being identified. The Public Service Commission's "Insert to Departmental Appraisal Form" has been completed by members of the IS occupational group. This is a special insert designed for the group. Plans are under way to see that individuals who have been identified as having high potential for advancement are given the opportunity to do so.

Manpower Planning - This seeks to facilitate personnel management by anticipating shortages and surpluses and taking corrective action through reassigning, retraining and recruitment.

Treasury Board reports that 955 IS positions have been evaluated under the new Integrated Classification and Selection Standard, and about 150 of these will be filled by people in other occupational groups. The Public Service Commission staff assigned to the recruitment and movement of IS people has been increased.

Data Stream has been updated by the new data vocabulary to facilitate a more meaningful record of experience and make searches by prospective employers more effective. At the last count, Data Stream had 612 positions classified as IS.

*M.B. Sheldon*  
M.B. Sheldon

REPORT OF THE MEMBERSHIP COMMITTEE FOR THE YEAR 1972

Madame Chairman, Honoured Guests, Ladies and Gentlemen:

Before starting this report a few nights ago, I glanced through Barry Kemball's address to the last Annual General Meeting. It was interesting to see that our opinions of the work involved with this Committee is much the same -- "it's a helluva lot of work".

To give you some idea of just what I mean, let's look at some approximate figures. The Department's establishment provides for 2,600 employees. Take from that total of 2,600 the 600 positions for Foreign Service Officers, technicians and personnel administrators and we are left with an establishment in External Affairs of 2,000 in 16 occupational groups coming under the jurisdiction of this Local. That means 2,000, plus, active cards to maintain, as each employee-permanent, term or excluded will be a member at some time or another. Besides having all these people split up into several different occupational groups, there are two different career structures for our members in most groups, the rotational and the non-rotational and in the former group our Component has seen fit to split them up among four Locals -- ours and three others.

Now let's look at the membership statistics, in other words of those 2,000 how many are members of Local 70125. The November computer print-out, the last one we have, indicates a total of 1,567 persons in External paying \$4.75 to the PSAC. Of that we have 1,024 actual members of the Union and another 543 that are Rand deductees, persons who by law pay but who have not signed on the dotted line and therefore have no voting rights. But let's go back to the total of 1,567 and see how they are dispersed. And for this I have to have my figures on the departmental establishment so they won't be accurate (because not even the Department can give me an exact figure for their establishment) but they are close enough for our purposes tonight.

Non-rotational positions in Ottawa .....	915
Rotational positions in Ottawa .....	235
Rotational positions abroad .....	<u>850</u>

DEPARTMENTAL ESTABLISHMENT .....2,000

Less membership Local Z0250 (BRU) .....	62
Less membership Local Z0251 (LDN) .....	56
Less membership Local Z0252 (WASH) .....	75
Less approximate number of excluded persons in Ottawa and posts abroad .....	<u>240</u> <u>433</u>

MEMBERSHIP OF LOCAL 70125  
(end 1972) ..... 1,567

So now that we have counted everyone, what work is involved? Well let's go through it quickly.

Every Monday the Department publishes an Administrative Notice providing us with a list of all the postings, assignments, promotions, new appointments and separations. We record the information on the individual's membership card and notify the National Component every time a member is transferred out of or into our Local's jurisdiction. We must also advise the Component on all the separations and for every new appointment, there is usually an application for membership to process.

Every month we receive from the National Component a computer print-out, which we call the "check-off", listing the 1,500 odd members and Rand deductees and their current deduction for union dues. This must also be checked, although admittedly due to lack of staff and time it has not been checked as thoroughly as it should be. The print-outs for the three locals abroad must also be verified with our records, a time-consuming effort, as they are obviously not being verified and amended regularly by these locals.

Every year in February we receive the dues receipts for income tax purposes. Last February 1,643 were received, sorted and distributed by volunteer help. In March, Dispute Settlement Ballots were distributed to members in the General Technical Group, the Engineering and Scientific Group and the Social Science Group.

On April 30 the Local lost its right arm when Hazel Marshall resigned and then with Barry Kemball preparing for his posting to Washington, this Committee faltered, what with the priorities of recruiting, rather unsuccessfully, office help and preparations for the National Component Convention in June. Then summer came and went, much too quickly, and September saw to the task of catching up. Mrs. Stewart was recruited, and after many hours we could safely say the records were in fair shape.

In November we had the ratification kits to distribute for the Drafting and Illustrating Group and the Engineering and Scientific Group. Later in December we also had the ratification kits for the General Technical Group and the Communications Group for distribution.

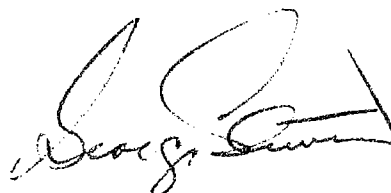
But all that is just the surface. If anyone of us had the time, then maybe we could really dig in. Hopefully 1973 will give us the chance to go beyond the record-keeping to our two major priorities.

The first priority for 1973 is a membership drive. We must decrease the number of Rand Deductees. In a year when the Administrative Support Group are going to the bargaining table it certainly won't do us any good to have, as we do in the ST Group, more Rand Deductees than members. The PSAC must have the support of its membership.

The second priority is to set up a simpler, more efficient records system for the Local. This will mean new storage equipment, printing expenses for new cards and a lot of time and study by the Executive to ensure the most value for our money. Why this year? The present system, which was set up in 1966, has outgrown itself. Since the PSAC are changing their system to use the SIN number for membership identification, it is felt that this would be the best time to make the change-over for our Local.

Before I end this, I want to thank all who have assisted us over the past year, those who helped with the distribution of the Income Tax dues receipts and the contract ratification kits, and all those individuals who simply encouraged one more employee to join the union. Also a special vote of appreciation to our President who has worked tirelessly and relentlessly to give us a Local within the PSAC that we can be proud of.

Thank you.



L.G. Stewart,  
First Vice-President.



CONVENTION DELEGATES' REPORT TO LOCAL 70125 ANNUAL MEETING,  
FEBRUARY 26, 1973.

Local 70125 elected three delegates to the Component Convention in Vancouver in June - Eleanor Ryan, who was the Chairman of the General Resolutions Committee of the Convention, Joan Sparks and Miki Sheldon, Convention Chairman of the PSAC Constitution Committee. A detailed report was presented to the June 26 Local meeting.

Eleanor Ryan and Miki Sheldon were elected at the Component Convention as delegates to the PSAC Convention in Calgary from March 26 to 29.

Subsequent to the Component Convention, two letters were sent to President Don Golding of the National Component -- one re resolutions not dealt with because of the time limit. We outlined the views of this Local which we would have expressed had we had the opportunity at the Convention. Mr. Golding indicated his appreciation, in answering our letter, thanking us for assistance in forming recommendations to the PSAC Convention.

Another letter was sent to Mr. Golding suggesting ways that delegates could be made more knowledgeable -- and therefore more useful -- at future conventions. The main recommendation -- a course for convention delegates -- should, we had stated, include the purpose and aims of a convention; parliamentary procedure; delegates' duties, etc.

Component Convention delegates, Ryan, Sparks and Sheldon had met to discuss the resolutions which had been passed to the Component Executive. Included in those that the Component Executive had approved for submission to the PSAC Convention are:

- One asking that presidents of overseas locals be given the authority to receive and count ballots, the results to be cabled to the PSAC;
- one asking that pay increases be related to the cost of living;
- one, originating from this Local, which asks that leave credits be compensated for in cash on retirement, resignation or layoff, and that sick leave credits be compensated for in cash to the estate of a deceased employee;
- another from this Local asks the PSAC to institute a continuing steward-training programme;
- and yet another originating from Local 70125 requests that an employee from the PSAC AGME branch be present at the fourth level of all adjudicable grievances.

A resolution regarding financing of area councils was approved with slight amendment for submission to the March Convention. It asks that financing be on a budget system, the PSAC providing a percentage of the expenditures.

Another important resolution from this Local, which will be heard on the floor of the PSAC Convention asks that the PSAC make an effort to join with other bargaining agents to agree on procedures to obtain a Foreign Service Directives Agreement and, further, that agreements already negotiated recognize the FSD Agreement.

One resolution that was lost at the Component Executive meeting and which will not be heard at the March Convention asked that the Argus Journal be discontinued. The Local which had submitted the resolution had given as its reasons "problems of exact distribution" and that the news in the Argus was "outdated".

The Resolutions Agenda contains 452 resolutions on Constitution, Finance, Collective Bargaining and General. A lot of study has to be done in preparation for March 26.

Many contentious issues will be debated, one of the first of which — as you have doubtless read in the press — will be the question of seating as delegates paid staff of the components. The PSAC Board of Directors recently ruled that they were not eligible as delegates, while some of the Components say that their Bylaws, which entitle staff members to be delegates, have been approved by the PSAC.

Your delegates appreciate the opportunity Local 70125 has afforded them to attend Conventions and will make every effort to merit your confidence and that of the National Component. Rest assured that the interests of our members will guide every thought, action and vote during the week of March 26 in Calgary.

A recent Local meeting approved a motion to send two observers to the March Convention. I urge strongly that this Annual Meeting endorse that recommendation, and I so move at this time.

*M.B. Sheldon*  
M.B. Sheldon.

OTTAWA-HUL AREA COUNCIL REPORT TO LOCAL 70125 ANNUAL MEETING,  
FEBRUARY 26, 1973

Delegates Eleanor Ryan and Miki Sheldon, who have attended Area Council meetings on the third Wednesday of each month (excluding July and August) have provided detailed written reports to the Local. These are on file.

During the past year, Council meetings have not been as interesting as they were in previous years. Groups, which are one of the main reasons for the Council's existence, have not shown the same enthusiasm; staff problems were experienced; and the Council also suffered from resignations and sickness of its executive committee members.

An excellent and extremely necessary seminar, which the Council sponsored on the recommendation of your delegates, was an unqualified success. This meeting, held in July when many members are on holidays, was attended by almost 50 people. The topic, Parliamentary Procedures (for the benefit of convention delegates) was well presented by Messrs. William Doherty and Rene Prud'homme, PSAC National Vice-Presidents. Miss Ryan and I had been distressed at the lack of knowledge of convention delegates on this subject and, after expressing the need to the Area Council for such a seminar, it acted immediately and arranged the evening. The Council is following up with another, to be held on February 28 on the subject of Rules of Order, also for the benefit of convention delegates.

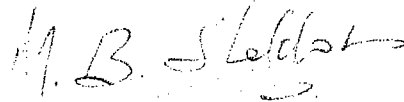
One of the worst setbacks, so far as the Area Council was concerned, was the withdrawal, during the year, of financial support by the Ontario Government for the Health Centre. You may remember that the Council was one of the original sponsors of this project and, when the new Minister of Health for Ontario, Dr. Richard Potter, reversed the decision of its former Minister Bert Lawrence, to fund the Centre, Council delegates were bitterly disappointed. This local and, indeed every local that had participated and members in every part of the city protested, through petitions, telegrams, letters, etc., but, eventually, owing to lack of funds, the Health Foundation office had to close shop.

The Area Council held its Annual Meeting this month and elected a new slate of officers. Keith Rodie, who had acted last year as seminar co-ordinator, is now the President of the Council; Gerald Murtagh the Treasurer, and Heather Fellows fills the position of Secretary - a position that had been vacant for most of the previous year. Messrs. Cuthbert, Babineau, Matthew, John Leblanc, Joe Leblanc (no relation), Albert, Mason, Hyams, Prosperine, Letarte, Taylor and Mrs. Ruby Russell are the 12 Vice-Presidents.

The Council's financial report showed a balance of \$3,895.67 as of February 17. This Local contributes \$15 a month.

With its new executive and its staff problems solved, I am optimistic that the Ottawa-Hull Area Council will reactivate the interest of the occupational groups and will combat much of the apathy that has existed during the past year. The Council is the only medium by which members from various locals in all departments can meet, discuss and compare problems on a regular basis. It is also the only medium by which occupational groups in different departments can work together on a regular basis. It is a means of communication, information and education that can be found nowhere else in the Alliance.

In closing, members are reminded that it is not only the delegates that attend, but all members of the PSAC in this area are urged to come to the Council meetings on the third Wednesday of every month at 1312 Bank Street.



M.B. Sheldon

February 26, 1973