

Library

MINUTES OF THE ANNUAL GENERAL MEETING
OF LOCAL 70125 (EXTERNAL AFFAIRS), PSAC

The Annual General Meeting of Local 70125 (External Affairs) was held in Boardroom A of the PSAC Building, 233 Gilmour Street, Ottawa on February 10, 1975.

Present:

- Executive: Mr. Patrick J. Fortune - President
 Mr. David Riffel - First Vice-President
 Mr. Alfred Kay - Second Vice-President
 Miss Eleanor Ryan - Treasurer
 Mr. Allen Taylor - Secretary (interim)

Occupational Groups Represented:

- | | |
|---------|---------|
| AS - 8 | IS - 1 |
| CM - 19 | MES - 1 |
| CR - 11 | PRC - 2 |
| GT - 1 | ST - 3 |

Guests:

- Mr. John J. Waddell, Executive Secretary, National Component
 Miss Carolyn Combs PSAC Regional Representative
 Mr. Alan Prien Service Officer, National Component
 Mr. J.E. Andre Bonin Regional Vice-President for Ottawa-Hull

The meeting was called to order at 7:07 p.m., The President introduced the guests and then invited Mr. Waddell to address the meeting.

Mr. Waddell spoke about the triennial convention of the National Component which is to be held October 6-10, 1975 at the new Holiday Inn at Pointe Claire, Quebec. He noted that the convention would be costly, accounting for a good portion of the membership dues. Our Local will be entitled to send six delegates, of an estimated total of 170, to act on its behalf, review reports, examine finances and elect the National Executive for a three-year term as well as National Component representatives to the PSAC Convention in May, 1976. An important part of the convention will be the consideration of resolutions. He referred to these as a way of recognizing weaknesses in the PSAC Constitution and the National Component By-laws and calling for changes.

Another matter of importance was the increasing costs of unionism (he cited the Component Convention as an example) and said that the inevitable result would be an increase in the dues in 1976. A large number of the PSAC members, he observed, are in the lower salary brackets; the National Component's dues are the lowest of all components in the PSAC and would, he felt sure, remain so.

A further matter requiring attention of members was the examination of acts and regulations governing public service employees; he said he was referring to matters that are not subject to negotiation or collective bargaining, that is matters governed by the Public Service Staff Relations Act which is now before a Parliamentary committee for review. However, any questions falling into this category should be put forward by resolution anyway; they could always be withdrawn if necessary. He cautioned, however, that resolutions should not contain matters that could be dealt with under collective bargaining as these matters would not be on the floor of the convention. Resolutions form the policy mandate for the PSAC.

Mr. Waddell asked that the Local send its best spokesmen to the convention. He said there was an unresolved question to be faced by the Local; should its delegates be rigidly directed by the Local, free to act on their own intelligence, or forming in caucuses to achieve certain ends by trade-offs with others? He urged that such delegates should vote on the merits of any proposal. The aim, he said, should be to work for the benefit of the membership as a whole rather than that of particular groups.

In his reply to a question on the time limit for the submission of resolutions to the Component he said that a lengthy period of time was required for editing, referring back when necessary, translation, and then inclusion on the agenda. He therefore asked that the Local treat its resolutions with urgency.

The President thanked the guest speaker and then turned the meeting toward the consideration of items on the agenda.

1. Adoption of the Minutes of the Annual General Meeting, January 21, 1974

Moved by Miss Ryan, seconded by Mr. Fortier, that the Minutes be accepted. Carried.

2. Reports from Service Officers

Miss Combs, in her remarks, highlighted representations on appeals. She noted that 78 appeals had been dealt with from our Local, some 40% of which (including 18 competitions within the Department) had been upheld. She spoke of her concern about the promotion system in External Affairs, especially for rotational employees, which was strictly on an appraisal rating basis. Miss Combs stressed that members should be very careful in signing their appraisal reports because they could have a very long-term adverse effect. This same point had been made, she said, in her article in the December 1974 issue of the Local's Courier. She said that both she and Mr. Prien had met with officers in Personnel Division who had put forward the argument that the Department was broke and could not afford to change its system. Her advice to members was, therefore, that everyone should grieve the appraisal system and the appraisal reports in order to force corrective action. This matter was up to the Local.

In concluding her remarks, Miss Combs mentioned some training courses, including a one-day course for interested members on general aspects of unionism and of the PSAC.

Mr. Prien gave an outline of his duties as service officer; he services External Affairs and a few other departments and has been on the negotiating teams for the CRs and CMs. He then gave some current information on the CM contract negotiations, soon to go before a conciliation board.

He then spoke of Foreign Service Directives, noting that the National Component has responsibility for almost all PSAC members who are posted abroad, and referred to Don Larkin as a member of the FSD Committee. FSDs, he said, are not negotiable; changes have to be achieved through consultations and basically this means persuasion since there is no arbitration for FSDs.

Turning to financial concerns, Mr. Prien spoke of the need to restore the purchasing power of monetary items to the 1971-72 level. Treasury Board has been asked to index the monetary items.

There is a need, he said, to re-examine the housing provisions, i.e., rent norms and sub-standard housing when this is below the Ottawa-Hull standards (on which rent shares are based).

There will be a dispute settlement re-balloting of the administrative, administrative support and foreign service categories before the end of the year when the next round of contract negotiations will begin. The rule is that over 50% of a group must vote in favour of the conciliation route for it to be attained. It was therefore important to encourage everyone in each occupational group to participate in the vote.

Mr. Prien concluded his remarks by saying how much he had enjoyed working with our Executive; they had served the Local well; he and the other salaried officers (members of the Executive of the Local being unpaid) always need support such as that given by our Executive.

He responded to a question from the floor on the ejection of members who did not support a particular group in a strike situation, etc., by commenting that the democratic processes available within the union provided for the eventuality.

Mr. Bonin, Regional Vice-President for the Ottawa-Hull Area, who is a member of the National Executive, said that although his area of responsibility includes 61% of the members of the Component they speak with one voice. He mentioned an arrangement for holding meetings of Local Presidents, but noted that this had not worked too well. Finally, he commented that it might be possible to obtain an extension of the deadline for submitting resolutions for the National Component convention.

3. Reports of the Executive

The President, First Vice-President and Second Vice-President read their reports to the meeting. The texts are given in Annexes A, B and C respectively.

4. Financial Report for 1974 - Annex D

Moved by Miss Ryan, seconded by Mrs. Sheldon, that the financial report for 1974 be accepted.

In her remarks the Treasurer thanked Rhea Bigonnesse, who had resigned as Treasurer on posting to Mali, for having left the books up-to-date on his departure and easy for her to work on. She recommended that the Local have its assets examined in time for the next annual general meeting.

5. Committee Reports

Reports were read by the Chairmen of the following standing committees:

Foreign Service Directives: Rick Beardsley reported in late September a request was received from the Component for input for the National Joint Council Review of the Foreign Service Directives. Proposals for improvement to the Directives were received from the ST and CM groups. The PSAC has presented to the Treasury Board proposals for consideration under the following items at the forthcoming consultations

1. Indexing of Monetary Items in FSD's 10, 11, 25, 31, 34, 42, 56, 58, 59, 60, 64 and 71.

2. Post Indexes (FSD's 55 and 56)
3. Post Differential Allowances (FSD 58)
4. Definitions (FSD 2)
5. Posting Loans (FSD 10)
6. Relocation (FSD 15)
7. Utilities (FSD 31)
8. Education Expenses (FSD 34)
9. Vacation Travel Assistance (FSD 50)
10. Foreign Service Premium (FSD 56)
11. Clothing Allowance (FSD 65)

The recommended improvements are not all-inclusive or final and suggestions can be accepted at any time during the Committee consultations.

Membership - Annex E

Publicity: Hilary Evans reported: My report is very brief as I only took over the position as chairwoman of the Publicity Committee from Joan Sparks a few months ago. It has been a hard task to keep up the high standards which she set. Since taking on the job I have had much help from the executive in putting out the first issue of The Courier, which made it in time to be distributed for Christmas. Since then I purchased material and produced posters to promote the Annual General Meeting, with much appreciated assistance from Louise Maughan, Dave Riffel, Cindy Webb and Brian King. There are still firm plans for a March issue of The Courier and any material for publication will be much appreciated. There is still a vacancy for a French language editor, which is essential if any French language articles are to be included. It is hoped that the position will be filled soon.

Stewards - Annex F

The texts of the reports are in the annexes, as noted. Also given was the Report of the Ottawa-Hull Area Council Delegates (Annex G).

6. Reports of Group Chairmen:

Reports were given by Chairmen of the following occupational groups:

CR: Guy De Carufel reported since my election as Chairman last October it has been a rather quiet period for the CR's. We have however held one executive meeting and most recently a group meeting called by the Vice-Chairman in my absence. During this short period of time we have tried to keep the spirit of the group alive and the forthcoming year should prove a real challenge for my successor with the re-ballotting of the group for the purpose of determining the dispute settlement route and then expiration of the current collective agreement. I wish to take this opportunity to thank all those who helped and guided me in the accomplishment of my tasks as chairman.

AS: Charles Landon reported early in 1974 the AS Group ratified the proposed Contract and later in that year two attempts were made to organize an AS Group to be represented at the Local. This was finally achieved at a meeting on 24 January this year when 6 members of AS category were elected as executive. Charles Landon was elected Chairman, other offices to be filled will include delegates and a Shop Steward

Arrangements are being made to have a social gathering open to all External Affairs AS on 25 February at the Pearson Building. This is to give all members of the Group an opportunity to meet each other and to discuss future plans. It is hoped to start work shortly on the AS contribution to the Alliance Bargaining Committee for the revision of the AS contract due this year.

MES: M.A.G. Stroud reported there has been very little activity during 1974. Other than the usual number of small complaints which we could remedy ourselves with the help of our executive. We did have one meeting during which we elected a Chairman and Steward. 1975 is contract year for the General Service. Here's hoping.

PRC: Ed Walsh reported I was elected Chairman-Steward of the PRC Group in late September, at the same time Messrs Clem Gauthier, Harold Lewis were elected as Stewards.

I received and answered a letter from Mr. V.E. Fleming presently in Warsaw, Poland.

Since being elected I attended two meetings at our local office at 53 Queen St.

On February 8 and 9 Mr. C. Gauthier and myself attended a Steward's Course given by the National Component, the instructor being Miss Carolyn Combs, who did a fine job. We are now in the process of preparing the paper work for proposals for the forthcoming negotiations for the PRC'S contract.

CM: R.D. Yerrell reported the CM Group of External has now got its second wind and hope to be prominent on the Local scene for some time to come. The Groups year started off with a lot of enthusiasm and hard work being done by Rick Jackson and his Group Executive. Unfortunately it seemed that, as usual, the Group no sooner got rolling towards its objectives than the Chairman was posted. This caused the inevitable collapse and dormant period so often encountered in Groups whose members duties are of a Rotational nature.

In October efforts were made to reorganize the Group and a new Executive was formed of members who had returned during the summer. Since the initial meeting almost all CMs in Ottawa Comcentre have been giving the Group Executive their enthusiastic support. Meetings have been very well attended and great interest has been shown in the current Contract negotiations. Two information type picket lines have been held outside the Lester B. Pearson building, both well attended and there has been plenty of volunteers for Committees which will be set up in the event of a Strike. In general, External CMs seem to be leading the way in indicating what they feel about the Treasury Boards salary offer. Good press coverage has been arranged about the Groups feelings on salary negotiations and other matters peculiar to External Affairs operations.

With current negotiations brought, hopefully, to a successful conclusion, the Group intends to direct its energies towards these other areas, which include FSDs Postings, Overseas Housing etc. We call upon our colleagues in other Groups who are also affected by such things to support us in our endeavours!

IS: M.B. Deldo reported after long delays, the Information Services Group is finally restructured, conversion rates have been implemented and, this month, has felt the benefit of the cost-of-living increase granted by arbitration.

The Group is the only one to have been favoured by what has become known as "the COLA clause" and is appreciative of the splendid efforts on its behalf by PSAC negotiator Brian Foley and his team.

The 27-month contract embodies percentage increases of 9,3 and 3, plus the COLA payment of 12.4 per cent as of January 1, 1975, based on figures released by Statistics Canada that show a 12.4 percent increase in the cost of living during 1974.

7. Honorarium Committee Report

Mr. Stewart reported the the Honorarium Committee; the Report is at Annex H. Moved by Mr. Stewart, seconded by Mr. Fortune that the honoraria indicated in the report be approved. Carried.

8. Budget for 1975

Copies of the Report on the Budget for 1975 were distributed; the Report is at Annex I. It was moved by Miss Ryan and seconded by Mr. Beardsley that the budget for 1975 be adopted. Following questions from the floor the motion was carried.

Mr. Larkin asked about the outlay of \$1500 for Alphatext membership records proposed in the 1975 budget. Miss Ryan explained that \$600 and \$500 had been provided for this purpose in the 1974 budget whereas the actual cost would have been in excess of \$1100 due to inflation. The present membership cards are full and the Alphatext or some other automated system, promises the least cost of upkeep.

Mr. Fortune said that without an automated system the Local would be obliged to hire someone to maintain membership records for the more than 1600 members.

Mr. Stewart said that the social insurance number, occupational group, membership number and member's location are on the present card. With an Alphatext card the Local could have as well rotational or non-rotational status, excluded, term, etc., date taken on strength, date struck off strength. Also it would permit the print-out of the listed data on request. It will also print address labels. Although it is only a coincidence, the Alphatext facilities are located in the PSAC Building.

Miss Ryan commented that the cost of producing 2000 labels would be \$36 each time. Volunteer help could not do the job in a reasonable time.

Mr. Larkin asked if approval of the budget for 1975 would include approval of the 25¢ increase in local dues. Miss Ryan replied that it would. The motion to adopt the budget was then carried.

M/S/C. E. Ryan, R. Beardsley, that with due notice of motion, a majority vote of a regular monthly meeting constitute authority to transfer funds between "Units of accountability" to meet unforeseen membership requirements.

The Chairman thanked the Budget Committee (Miss Ryan and Mr. Beardsley) for their report.

9. Amendments of the Local By-Laws - Annex J

Moved by Mr. Larkin, seconded by Miss Maughan, that the proposed amended Bylaws be adopted. There was a question from the floor regarding proposed Bylaw 8, para. 5 as to why members of the Local were not to be entitled to vote at regular and special meetings. Mr. Fortune explained that since the Local operates, under the Constitution of the PSAC, on occupational group lines this means that elected representatives of these groups are the voting delegates at regular and special meetings.

At a request from the floor Mr. Taylor compared the proposed bylaws with the bylaws they were to replace. He commented regarding the point raised from the floor that this paragraph was intended to give an opportunity to any member to be heard at a meeting, a privilege that did not exist under the bylaws approved in 1973 and so was additional, but it did not convey the power to vote for the reason Mr. Fortune had already explained.

It was moved by Miss Ryan, seconded by Mr. Riffel, that in Bylaw 7 (on signing officers) the clause be added: "one of which shall be the Treasurer". Carried.

The motion to adopt the amended bylaws was then carried. The Chairman then thanked the Bylaws Committee for their work.

10. Election of Local Executive Officers

The election of officers to the Executive of the Local was conducted by Mr. Prien.

Nominated for the office of President were Mr. D. Riffel (declined), Mr. P. Fortune, Mr. R. Beardsley (declined), Mr. R. Yerrell (declined), Mr. A. Kay, Mr. Larkin (declined and nomination was ruled out of order because he already holds office on the National Executive as National Director for Outside Canada), Mr. R. Remus (declined) and Miss E. Ryan (declined). When Mr. Fortune was nominated by Mr. Stewart and Mr. Remus he explained his personal circumstances, namely that he has been promoted and will be sent on a French course and thus cannot give his full time to the Local, but said he would accept the nomination if there were no others nominated who were prepared to stand. After the third call with no further nominations being received, nominations were closed and Mr. Fortune was declared elected.

There were no written nominations for First Vice-President. Nominated from the floor were Mr. D. Riffel and Mr. A. Kay. Mr. Kay said he understood he was already nominated for another position; he therefore declined. Nominations being closed after the third call, Mr. Riffel was declared elected.

Mr. A. Kay was nominated in writing for the position of Second Vice-President. There being no further nominations, he was declared elected.

For the new position of Third Vice-President (consequent to the adoption of Bylaw 6, para. 1 of the new Bylaws) the following nominations were received: Mr. G. Levard (declined), Miss H. Evans (declined), Mr. Stubinsky, Mr. R. Allen (declined) Mr. R. Yerrell (declined), Mr. H. Belcourt. Nominations having been closed the candidates (Mr. Stubinsky and Mr. Belcourt) addressed the meeting. As a result of the balloting Mr. Stubinsky was declared elected.

For the new position of Recording Secretary the only nomination received was that of Mr. A.D. Taylor. After the third call for further nominations he was declared elected.

Miss Eleanor Ryan was nominated for the position of Corresponding Secretary; there being no other nominations she was declared elected.

Mr. Brian Remus was nominated as Treasurer and elected by acclamation.

11. Election of Chairmen of Standing Committees

Mr. Gordon Knight was elected as Chairman of the Foreign Service Directives Committee, Mr. George Stewart of the Membership Committee, Miss Hilary Evans of the Publicity Committee, and Mr. Ray Yerrell was chosen as the Chief Steward and Chairman of the Stewards' Committee.

12. Election of Delegates and Alternates to Ottawa-Hull Area Council

It was moved by Mr. Fortune and seconded by Mr. Larkin that the Local elect two delegates to the Ottawa-Hull Area Council. Carried. Mrs. Miki Sheldon and Miss Louise Maughan were elected. Mr. Brian Remus, Mr. Alfred Kay and Mr. Hugh Belcourt were chosen as alternate delegates.

There being no other business the meeting adjourned at 10:23 p.m.

Immediately following the meeting the members of the new Executive took the Oath of Office, administered by Mr. Andre Bonin, Regional Vice-President for Ottawa-Hull. Refreshments were then served.

A.D. Taylor,
Secretary.

PRESIDENT'S REPORT

TO LOCAL 70125 ANNUAL GENERAL MEETING

FEBRUARY 10, 1975

You will be aware that following the Annual General Meeting of January 21, 1974, Mr. A. Bell was elected President of our Local for the short period up to May 3, 1974, at which time he left the Department. I am unable to report just what Mr. Bell accomplished in this period but he did chair one meeting of the Labour-Management Committee on March 14 and was then away from the Local until the time of his resignation. For the May meeting George Stewart, the First Vice-President, took the chair and also very regrettably offered his resignation because of a promotion and imminent departure for French training. I cannot say how much Mr. Stewart has done and still is doing for the Local. It is he and a number of others whom I shall mention further along in this report who have made us and kept us an active and viable Local. Even though away from the Department George volunteered to keep the Chairmanship of the Membership records. At this meeting also Dave Riffel was moved up to the position of First Vice-President from that of Second Vice-President to which he had been elected at the A.G.M. Dave, who is the only member of the Executive to have made it through the year, has been a tireless worker and has done much to ensure that the Local performed many of the basic functions of a Union, without him we would have been without distribution, and a very effective worker for the groups he has represented over the year and I without a friend for many of the things I did or did not do since my election. Enough said. Those of you who attend the Local meetings know just how hard Dave works. Also at the May meeting Eleanor Ryan rejoined, or should I say took back her rightful place on the Executive. I could spend the balance of this report trying to tell you how much work Eleanor has put into this Local in all kinds of ways, as past President, Treasurer, Secretary and worker but I will put it all into one short statement. In my opinion, we would not even be having this Annual General Meeting or a Local without her.

I cannot pass up the opportunity I now have to list those others who have helped me and the Local to function for the past year. First on the list has to be Rheal Bigonnesse, now in far-off Africa in some place called Bamako, which I had never even heard of till Rheal was posted there. Some people will go to any length to get off the Local Executive! He did a very fine job for us and we miss him, even if he does not approve of the OFL and CLC, etc. But that's the great thing about our kind of Union; you do have the right to disagree and the right to be heard doing so. The most recent member of the Executive, Al Kay as Second Vice-President has been very active on behalf of the CM Group and if the refreshments are no good after the meeting blame him. Some of the others who have been with us over the year are Rick Jackson, CM Group Chairman, Myrtle Robinson and Louise Maughan, Chairwoman of the ST Group, Joan Sparks on Publicity, Sue Marcil, our Second Vice-President for a short time, Hillary Evans now on Publicity and Don Larkin, our very active National Director for Countries Outside Canada and without whom all our Local meetings would end on time, and last Bob Phillips who has been responsible for our having a very fine working relationship all over the Department in the field of grievances and complaints. Bob, as Chairman of the Stewards Committee has done a most commendable job. I hope you will understand my spending so much time on the people who have worked for you in this past year but if you had had to rely only on me very little would have been accomplished,

Of course, this report would not be complete if I did not acknowledge the help and cooperation of Al Prien from the National Component and Carolyn Combs of the PSAC Regional Representatives office. Their help, guidance and advice during the period I have been President and before has been invaluable to us and I thank them on behalf of myself and all members of this Local.

We have made some great strides in our working relations with the Department. We had four Labour-Management Committee meetings this year, which is about one per quarter and have had some good results, one, of which you will all be aware is that we all get paid on the first pay day. We have settled down with the Flex-time and most areas now operate about equally through the Department. For most of the year we have had great cooperation from Mr. Bill Warden and the staff of APOS, Messrs. McCann, Copeland and Miss J. Martin who, though on the other side of the fence, have been very helpful.

We have had meetings on sub-standard housing, special meetings on classification of STs and on the CMs. One of the high-lights of my term as President was the formal installation of our display rack in the L.B. Pearson Building attended by all of the Executive and Mr. Ritchie, USSEA, Messrs. C. Hardy, W. Warden, J. Hughes and J. McCann of the Department. This gave us some nice publicity in the Argus-Journal. Over the year I have attended all or as many of the Group meetings as I could and was in attendance for at least one of all groups. We, Your Executive, held approximately ten or so executive meetings and I attended on your behalf as a delegate to the OFL Convention in Niagara Falls. I will end this recital of the past year, as we have a long meeting ahead of us to-night by saying that I have not given this job all the time it demands of a President but I have devoted as much time as I could vis-a-vis a demanding job and a home and other social commitments. It has been my gain and I thank you for the opportunity to serve you.

For the year to come you will need a full slate of officers including the new ones included in the new by-laws to be presented later; you will need full participation in Local meetings and in Union affairs in general. In this coming year eight of the groups in our Department will be re-balloted and up for new contracts. We will have the National Component Triennial Convention and to prepare for the PSAC Convention. The FSDs will be reviewed and it may be some of our people will be on strike. This will require a lot of hands to make the Local work. A handful of members will not be able to do it this year so I would urge each of you here tonight to be even more active in the year to come. Don't go away mad; stay and fight for the way you want it to be.

I will finish by saying "thank you" to those I have named already and to the many I have not named for your help, support and privilege of serving as your President.

FIRST VICE-PRESIDENT'S REPORT TO THE 9TH ANNUAL
GENERAL MEETING OF LOCAL 70125, 10 FEBRUARY, 1975

Mr. President, Honoured Guests, Fellow Members:

Over the past year the Local Executive has changed greatly to say the least. Alan Bell resigning from the Department; George Stewart winning a competition requiring French language training and forcing his resignation as the First Vice-President; Rheel Bigoness being posted to Bamako Mali; Paula Tremblay resigning from the position of Secretary of the Local; Joan Sparks resigning from the Publicity Committee; Don Larkin from the FSD Committee; Myrtle Robinson and Louise Maughan resigned from the ST Group Executive; Guy DeCarufel resigned from the CR Group Executive; other stewards and delegates who resigned or were posted. However it is through their valuable work that others have been able to carry on and make this an effective Local.

Through various parts of the year I was the Executive Officer responsible for the ST, CM, CR Groups, Building Distribution, Steward Committee and the Publicity Committee.

Some the the activities over the year were distribution of; Income Tax Dues Receipts, Ratification Kits for the AS's, ST's and a Dispute Settlement Ballot for the CM's.

I attended three Labour-Management Consultation Meetings, Some of the topics discussed were; Conflict of interest Document, FSD 31, MATS, Flexible Hours, Policy on cross Postings. One of the meetings was held specifically for the CM's and their problems.

On October 16, 1974 there was a meeting with Management, and representatives from the Alliance, Component, Local and the CM Group, to discuss three proposals regarding the promotion of CM 4 to 5.

Our Display Rack was officially opened in the presence of Mr. A.E. Ritchie the Under Secretary of State and members of Staff Relations.

The Steward Committee had Mrs. J. Fogerty, the Personnel Welfare Counsellor for External Affairs as a guest. Al Prien, National Component Service Officer, was a guest at CR, CM, MES Group meetings. Carolyn Combs, Regional Representative for the PSAC was a guest at CM and ST Group meetings and Charlie Bell, National Component Service Officer, was a guest at the MES Group meeting.

To summarize the past year: I attended 41 Short meetings; 28 Executive meetings; 4 Bylaws committee meetings; 3 Shop Steward meetings; 20 Group meetings; 5 Meetings with Staff Relations; 3 Labour-Management Consultation meetings; 1 Consultation by Management a 2 Strike Courses. Regarding Building Distribution I distributed 41 PSAC Newsletters, 26 National Component Bulletins, 46 other notices and publications. I spent a total of 112 hours at the Local office and I handled a total of 654 telephone calls concerning Union and Local matters.

I would like to say thank-you to Christine McCorquodale, our part-time staff, the Executive, and to all those who have helped me through the year.

In the coming year the new Executive will have an interesting but hectic year. With eight different Groups in our local bargaining this year, they will require much greater support from the groups and members than they have given in the past. Many seem to forget that these members of the Executive are volunteers and at times with extreme pressures from family, work, friends and members being put on them, a time will come when they will ask themselves what am I doing all this for, especially with the general lack of support from the Membership. More emphasis will have to be placed on paid Staff in the Local office.

ANNEX C

REPORT SECOND VICE-PRESIDENT

Mr. Waddel, Brothers & Sisters

Good evening. May I say how gratifying it is to see such a great turnout.

Even though I haven't been in office a full term shall I say it is an experience I would not have wanted to miss.

Just the chance of working with such fine people as our executive and singling out Miss Eleanor Ryan, it is people like her, that are so dedicated and give up as many, many hours both privately and officially working for the good and welfare of all our brothers and sisters that makes this Local and in the end the Alliance such a viable and beneficial part of our lives.

Most of my time and of course duties of office have been with the CM group and the ongoing contract negotiation. If you have read the newspapers and seen the news you will have noted the great strides that this group has achieved in the last few months. A good example of what solidarity can do for you.

Yes, I say again solidarity, a word that unions are built on: and as this year goes forward many more of our brothers and sisters will choose the conciliation route and this means whether they are CM, ST, AS and others we must unify and stand solidly behind them, because even though some of the groups may choose arbitration, those on the conciliation route will be setting precedents that may well be very beneficial to all.

So, brothers and sisters, in my closing words to you tonight, remember the word solidarity. Stand behind your brothers and sisters. Show the Government, yes, the Treasury Board, that Civil Servants are not second class citizens and that the P.S.A. is a Union to be reckoned with.

Thank you

Kay

REPORT OF THE MEMBERSHIP COMMITTEE TO ANNUAL GENERAL MEETING, FEB. 1975

Last year I ran for an Executive Office because there were three projects I wanted to complete -

1. furnishing etc of our Queen Street office
2. Display rack for the Pearson Building
3. Develop a new system for our membership records

Well, the first two are done -- the May meeting of the Local was held at 53 Queen Street after a delay on the delivery of some of the furniture -- the display rack was formally installed in the foyer of the Pearson Building early in September with the good wishes of Mr. A.E. Ritchie, the USSEA at that time. That by the way rated a picture in the Argus-Journal.

The third goal is just beginning to develop. Decisions of this nature should never be made in haste but you have every right to wonder why it took a whole year!

Several afternoons were spent at the DSS demonstration centre looking over Visible Record and indexing systems. All required a capital outlay for cabinets and cards printed for our requirements. But once installed these systems weren't the sort of thing we could put in the back seat of a Volkswagon and take to our Annual Meetings here or ratification meetings in the Pearson Building. They also meant a fulltime clerk to post the information in a legible script.

So we're looking now at a computerized system. Print-out lists are more mobile, the master file in the computer cannot be mixed-up or overturned like a box or tray of cards and there will be no expensive cabinets or hardware to purchase. The computer will be capable of sorting by Group or member status or by Division or Post if necessary. Up-dating the master file can be done at the office or at home and the information will be processed by an operator at the central computer.

The Budget Committee has been asked to set aside money for this purpose. More details on comparative costs will be available, probably for the March meeting, and it is my hope that we can get underway early in the spring.

Now for a quick synopsis of the year's activities. March saw the distribution of the dues receipts for tax purposes and approximately 1000 of the new plastic membership cards. Dispute settlement ballots were distributed for the GT, DD SI EG and CM groups during the year. And June was ratification time for the ST Group. Time was spent tidying up the records for the AS CM ST and PRC groups and in addition some 400 more identification cards were sorted.

Now for the actual accounting of our membership. As of November 1974 we had 1616 paying dues to the Local from 18 occupational Groups. Of this number 1386 are members of the PSAC. This leaves us with 230 who have not signed a membership card. The largest number of rand deductees are found in the Secretarial, Stenographic Group (111), the next largest in the Clerical Group (69).

Recruiting the Rand deductee is not easy. The ST Group has worked hard to increase their membership. Their problem is unique since so many come and go from exclusion status and also there is a high percentage of the rand deductees abroad.

We had limited success with our campaign in 1973 when we wrote each Rand. Personal contact and example seems to be the only answer.

What we really need is a missionary spirit by each and every member in Local 70125. When you see a new employee in your area tell him or her about your Union, show him or her where the display rack is. Introduce the new employee to his elected representatives and bring him or her to our meetings. If he is serious about working in the Department then that new employee must be serious about his union.

Thank you.

George Stewart

STEWART COMMITTEE REPORT TO ANNUAL GENERAL MEETING FEBRUARY 10, 1975

The Steward Committee was formed at a meeting of all the stewards in early February 1974. The Committee consisted of the following:

Chairman: Bob Phillips
 Secretary: Eleanor Ryan
 Committee Members: Pat Fortune & Marty Banville

At this meeting the ground rules for handling complaints and grievances were adopted and later a memorandum was prepared and forwarded to all stewards. Basically, it was decided that all complaints would be handled as follows:

- (a) to approach the supervisor where the complaint was registered and if unable to resolve at this level;
- (b) discuss with Staff Relations
- (c) If still unable to resolve the problem to the satisfaction of the employee we would advise he/she to grieve.

I am not going to list every grievance or complaint, the numerous meetings, phone calls and interviews I personally received for the past year, however, I would like to site some of the committee's major accomplishments during the past year.

Two grievances in Finance Division dealing with denial of annual leave on the grounds of operational requirements were won at the 2nd level.

A very successful meeting of all stewards with Mrs. Fogarty, Personnel Welfare Counsellor, as guest speaker, explaining her role in External Affairs.

An employee complained to the Steward Committee that he suffered from claustrophobia and that he was unable to convince the department to transfer him from his location in a huge vault to an area which would no longer endanger his health. The Steward Committee, through contacts with Staff Relations, was able to have his employee transferred to another area where it was less confined and contained windows.

An ST2 grieved against a negative rating, which she claimed was unfair. Upon checking with Classification Division it was established that her position had been recently reclassified to a CR3 position and in fact she had been rated at a CR3 level rather than an ST2. The rating was changed to reflect her work as an ST2 rather than a CR3.

At an ST meeting dealing with the conversion to the new classification of STOTYP, ST-SEC & ST-STN groups the Steward Committee received 5 complaints from non rotational staff and some 10 complaints from rotational staff. Dealing directly with Classification Division on behalf of the ST group, 3 STs were reclassified from ST-STN2 to ST-SEC-1, 1 was reclassified to ST-TYP-2 to ST-SEC-1 and 1 ST-STN-2 remained the same. The rotational ST-STN-2's positions were all reclassified to ST-SEC-1s. I would like to point out at this time that had it not been for the tremendous turnout at the ST meeting and the 10 grievances on behalf of the ST-STN-2's it is possible that these positions would not have been reclassified.

A classification grievance was submitted by An AS3 who was filling an AS5 position. We agreed to suspend the grievance until such time that the Classification Division could carry out a thorough investigation. After several meetings, the department agreed to pay him at the AS5 level for one year, which was acceptable to the AS.

I received an appeal for help from a PRC in Geneva that the Department had informed him almost a year ago that he had been overpaid when he was transferred from DND to External. He had exhausted all Administrative procedures open to him in an effort to straighten this matter out. By this time the \$480.00 had been fully recovered by the Department. I contacted Staff Relations and asked for proof of overpayment, and they agreed to investigate the situation. In approximately a week it was learned that DND had made an error in their books. Needless to say the PRC was very happy to receive a cheque for the amount the Department had recovered.

An employee in the Passport Office received notice that the Department would terminate his employment on the grounds of incapacity. The Steward Committee played an active role on this appeal along with the expert help of Evelyn Henry from the PSAC. After many meetings, phone calls and with the help of the department it was arranged for the man to be transferred to another department at the same level and all correspondence dealing with his problem removed from his file.

An ST learned that she was scheduled for French Language Training, however she found out that her director was attempting to prevent her release for training. Within hours of a phone call to Staff Relations she learned that she would go on course as scheduled.

A girl returned from language training to find that her former boss had retired. The new man who was filling the position had brought his own secretary with him. When she asked about her position her new boss informed her that she would have to move to another position at the same level. This she did not want. After a call from the Steward Committee to Staff Relations, the ST was returned to her original position with a letter from Personnel to state that it was her position.

The most recent grievance was one of acting pay for a rotational CR2 in a CR5 position which was won at the first level. I would like to point out that this is an extraordinary case due to the fact that previously rotational employees could not claim acting pay. With the wording of the new contract a rotational employee may receive acting pay if he fills a position higher than the level prescribed in his certificate of appointment while on a posting abroad or in Canada.

There were many more complaints handled, some were not successful but on the whole most complaints were solved to the satisfaction of the member.

In all, the past year has been an extremely interesting one for me. I have come in contact with many members with a wide variety of problems. The problems proved to be a challenge I have never experienced before. Much as I would like to continue to be the chief steward, I find that it is consuming more and more of my time which I could use to enhance my own career. I therefore will not be running for Chief Steward this year. I would like to remain as a steward and would be happy to offer my assistance to the new committee.

I would like to thank the active stewards who gave of their time and energy over the past year, the members of the committee, Pat Fortune, Marty Banville and Eleanor Ryan and the members of the Local executive. I would also like to thank the staff members of the Alliance, Carolyn Combs, Terry Kearney, Elizabeth Millar, Charlie Bell.

Evelyn Henry and others for their technical assistance and guidance during the past year. A special "thank you" to Al Prien. Al has proven again that he is an extremely competent and conscientious service officer who is always working on behalf of the member.

For 1975, I would like to see the Steward Committee formed again and a determined effort to recruit more active stewards both in Ottawa and abroad.

In closing, I would like to leave you with this thought: "A grievor is usually guilty until proven innocent".

Thank you,

Bob Phillips
Chairman, Steward Committee

ANNEX G

OTTAWA-HULL AREA COUNCIL REPORT TO ANNUAL MEETING OF LOCAL 70125, FEBRUARY 10, 1975

A changed format for meetings, membership education and a membership benefit night were the highlights of the Area Council year, which proved to be interesting, stimulating and successful.

The monthly meetings, held every month except for July and August, were livened up with the inclusion of guest speakers who covered a variety of topics including the mechanics of labour-management meetings, grievances and appeals, the CLC convention, and drug and alcohol addiction. Each month regular business was limited to an hour or so, following which the time was given to such guests as: Lionel Dickson, President of the Manpower and Immigration Component; Bill Doherty, PSAC First Vice-President; John Simonds, Executive Secretary, CLC; Ted Done, PSAC Assistant Director, Grievances and Appeals Branch; Leon Gagnon, Union Management Services Branch, Department of Labour; Claude Edwards, PSAC President; Art Wood, Executive Secretary, Public Works Component; Phil Carberry, PSAC National Director for Ontario; and a panel comprising Ann St. Louis, Counsellor, Revenue Canada, Dr. F.H. Highs, Senior Consultant, Health and Welfare and Noel Beauchesne, Counsellor, Alcohol and Drug Addiction Research Foundation. Slated to speak at the Annual Meeting on February 19 is Shirley Carr, First Vice-President of the CLC.

An extremely successful benefit night was held on January 24 which took the form of a dance at the Civic Centre. Funds raised from the event in the amount of \$6,000 will be used to assist public servants who may be adversely affected by strike or lockout action.

In membership education an "evaluation" course was given, also seminars on superannuation and strikes, in co-operation with PSAC regional representatives. Members who attended the courses from those locals that financially support the Council were reimbursed by the Council for out-of-pocket expenses.

An interesting note regarding occupational groups was the holding of a highly successful meeting early in the year of the Data Processing Group, with some 200 in attendance. The meeting provided the incentive for a protest meeting outside Treasury Board to show dissatisfaction with the offers being made by Treasury Board to the Group. Later, some of them had the opportunity of expressing their views at the negotiating table.

The Council's bylaws have been revised and the same committee has studied the Occupational Group Guidelines. They will be presented to the Annual Meeting for approval. Mailing lists and records are also being updated - routine business but all necessary for the efficient operation of the Council.

During the year the Council office was moved from 1312 Bank Street to the PSAC Building on Gilmour Street.

The Social Committee saw to it that refreshments were served after every meeting and, in December, a wine and cheese party was held following a short business session. Included in the guests were Messrs. Edwards and Doherty.

At December 31, the financial report showed a balance of \$4,134.59.

To sum up, the year was interesting, busy and productive, the result of good leadership, hard work and careful planning. The Council is the central body where groups, Locals and individual members from every department in the Ottawa-Hull area can meet, voice their views, receive information and exchange ideas.

All executive officers are elected from among delegates at the annual meetings.

Ottawa-Hull Area Council President Eleanor Ryan and her executive are to be commended for their efforts during the year. I hope she will accept my nomination on February 16 to run again as the President.

Miki Sheldon

REPORT OF THE HONORARIUM COMMITTEE TO ANNUAL GENERAL MEETING, FEB, 1975

The Honorarium Committee, Louise Maughan, Miki Sheldon, Brian Remus and myself met January 29, 1975, to consider and prepare a recommendation for this meeting as regards the payment of honaria.

As background information, this Local has honoured conscientious, hard-working members of the Local Executive with a monetary award for the last two successive years. According to the records, previous committees have found decisions on "who gets what" difficult and this year the decision wasn't any easier.

The payment of honoria was never meant to be customary nor to be considered as an incentive. If that were the case it would be a salary payment. The conditions of work and responsibility are too difficult and onerous for this Local to be capable of paying a salary to all our elected representatives.

This past year has seen a great many changes on the Executive of Local 70125. All have worked hard on your behalf while they held office. Naturally those who served the longest made the greatest contribution. Every day in this business is experience and that is what counts when one is confronted by management, the militant members and the day to day political and administrative problems inside our union organization.

The committee therefore looked at the overall contribution of each elected member of the Local and considers that the following merit an award for their outstanding contribution, as elected officers, to the membership of Local 70125 in 1975.

1. The first is an individual who has served on the Executive since his election at the last AGM. This officer has worked with practically all the occupational groups in the Local. He has represented you, the member, at LMC meetings, Grievance Hearings, and practically if not all Executive and Regular Meetings. But all this is routine for an Executive Officer. We selected this individual for his success with the distribution of our Union's information material in the Pearson Building. Many hours were spent organizing volunteers to maintain the bulletin boards, distributing newsletters, the Courier and other notices so that as many members as possible would be aware of your Union's activities. The Committee feels he did an outstanding job. Thank you and congratulations to Dave Fiffel, First Vice-President.

2. The second Executive officer we have recognized for his outstanding contribution served until November 1974 when he left Ottawa on a posting to Bamako. This officer's expertise in accounting and administration gave us balanced books and a simplified accounting system. For this officer it meant several hours a week over and above his other responsibilities as a member of the Executive and as a Steward. Our thanks and congratulations to Rheal Bigonnesse who served as Treasurer in 1974.

The Committee looked beyond the immediate Executive this year to honour a Standing Committee Chairman.

This individual has earned the respect of our members, officials of the National Component as well as Departmental management. For the past two years he has dealt with the problems of individual members here and abroad. His name became synonymous with "grievance" but that was only because he was successful. He was honest, fair, discreet and skilled in negotiation.

I am, of course, speaking of Bob Phillips, who has been Chairman of the Steward Committee. His leadership has given our active stewards and members alike someone to turn to for advice and assistance. Bob is retiring this year so he can get caught up in his work for the Department. Thank you and congratulations Bob for an outstanding service to the members of the Local.

For those who did not receive a monetary award for their devotion and hard work, we the Committee say thank-you on behalf of the members here and around the world.

I therefore move that payments of honoraria be made, as recommended unanimously by the Honorarium Committee as follows:

Dave Riffel	\$200.00
Rheal Bigonnesse	\$ 200.00
Bob Phillips	\$ 100.00

George Stewart
Chairman